

LSRP provides recognition for early retirees also

Program for unique group of employees

In December 1980, Lago announced its Long Service Recognition Program whereby employees hired before January 1, 1954 would receive a lumpsum at retirement of one month's regular income for each year of service beyond 40 years.

This program was designed to recognize the fact that a significant number of Lago employees started at a very young age via the Lago Vocational School and thereby can accrue unusually long service by the time they approach normal retirement age.

By remaining in service beyond 40 years, the employee not only qualifies for this lumpsum but he also improves his pension by virtue of the added service and reduced discount (if he leaves prior to 60). In addition, the final 3 year average compensation on which pension is based, is improved by any pay adjustments during the period he works beyond 40 years.

New option for those who want to leave early

While recognizing these improvements possible by remaining in Lago service, there are some eligible employees who may prefer to take early retirement after working 40 years at Lago. Under the pension plan, their normal annuities are reduced by 3% for each year of early commencement to partially compensate for the additional years the pension will be payable e.g. at 58 years of age the annuity is 94% and at 55, it is 85% of normal pension.

Realizing that within this unique group some may wish to retire early, Lago has amended the Long Service Recognition Program effective January 1, 1983, by adding an alternate provision for those eligibles who elect

to leave before reaching 60 years of age.

The new option provides a payment of two months final regular pay for each year of early commencement of retirement prior to the attainment of age 60. For example, if an eligible employee attains 40 years of service at 55 and then elects to retire, he would receive a payment at retirement equal to 10 months of final regular compensation. If one retires at 57, the lumpsum would be 6 months regular earnings.

Eligibility requirements are:

- (1) Having been employed prior to January 1, 1954.
- (2) The employee must be at least 55 years of age.
- (3) Have at least 40 years of Lago service.

Employees can choose new option to suit personal plans

The current LSRP provision of one month's lumpsum for years beyond 40 continues as an option, but any employee with more than 40 years of service who elects to retire early will receive the higher of the result based on either service beyond 40 or the result based on granting 2 months for each year of retirement prior to age 60, but not both. For example, an employee electing to retire at 59 with 44 years of service would be better off receiving the four months pay based on service beyond 40 rather than the 2 months for leaving one year early. On the other hand, an employee retiring at 56 with 41 years of service will be eligible to a lumpsum of 8 months based on leaving early versus the one month for his service beyond 40 years.

An employee meeting the eligibility requirements will have the right to elect to retire as soon as he qualifies or at some later date if that better suits his personal plans.

(continued on page 2)

Nurczynski departs to Esso CCA



Mr. Robert E. Nurczynski, formerly on special assignment at Lago, is now the Employee Relations Manager of Esso Caribbean and Central America in Coral Gables. Mr. Nurczynski assumed his new position in January.

Robert E. Nurczynski
Employee Relations Manager
Esso CCA

Naugle joins Lago as Assistant Manager

Mr. Robert E. Naugle joined Lago as Assistant Manager of the Mechanical Department in January.

Mr. Naugle's most recent position was as Manager of Maintenance and Construction on the Colony Shale Project of Exxon U.S.A. Bonbini!

Robert E. Naugle
Assistant Manager
Mechanical Department



LSRP ta reconoce empleadonan cu retira tempran

Programa pa un grupo special di empleado

Na December 1980, Lago a anuncia su Long Service Recognition Program (Programa di reconocimento pa esnan cu hopi anja di servicio) den cual empleadonan cu a ser emplea promer cu dia 1 di Januari, 1954, lo ricibi — na ora di retiro — un suma total di un luna di salario pa cada aña di servicio riba 40 aña.

E programa aki a wordo diseña pa reconocé e echo cu un cantidad significante di empleado a cuminzá traha via Lago Vocational School cu un edad hopi hoven y cu pa tal motibo, pa ora cu nan alcanzá e edad normal di retiro, ta acumulá masha hopi añanan di servicio.

Door di keda den servicio pa mas cu 40 aña, no solamente e empleado ta cualificá pa e suma total aki pero tambe e lo mehorá su penson pa medio di e añanan di servicio adicional y un descuento reduci (si e retirá promer cu 60 aña di edad). Adicionalmente, e averahé di compensacion pa e tres ultimo añanan ariba cual e penson ta basá, ta wordo mehorá cu cualquier abuste di pago durante e periodo di mas cu 40 aña cu e ta sigi traha.

Un opcion nobo pa esnan cu kier retirá tempran

Aunque mester reconocé cu e mehoracionnan aki ta posible mientras un empleado keda den servicio di Lago, tin algun empleado cu ta elegible y cu lo por preferá di tuma nan retiro tempran, despues di a traha na Lago pa 40 aña. Bao di e plan di penson, nan placa di penson normal ta wordo reduci cu 3% pa cada aña menos di 60 aña cu nan ta traha, pa compensá parcialmente e añanan adicional di penson cu lo mester wordo pagá na nan. Por ehemplo, na edad di 58 aña e pago di penson ta 94% y na edad di 55 aña, e ta 85% di e placa di penson normal.

Tumando nota di cu algun den e grupo único aki lo kier tuma nan retiro mas tempran, Lago a modificá e Long Service Recognition Program efectivo dia 1 di Januari, 1983, agregando un provision alternativa pa esnan elegible cu ta scoge di retirá promer cu 60 aña di edad.

E opcion nobo ta provee un pago di e dos ultimo lunanan di pago regular pa cada aña di retiro promer cu cumplimiento di 60 aña di edad. Por ehemplo, si un empleado elegible cumpli 40 aña di servicio cu 55 aña di edad y dicidí di retirá na tal edad, na su retiro e lo ricibi pago igual na 10 luna di su ultimo compensacion regular. Si un persona retirá cu 57 aña, e suma efectivo lo ta seis luna di ganashi regular.

Pa ser elegible e empleado mester cumpli cu e siguiente requestonan:

- (1) E mester a wordo empleá promer cu dia 1 di Januari, 1954.
- (2) E mester tin por lo menos 55 aña di edad.
- (3) E mester tin por lo menos 40 aña di servicio cu Lago.

Empleadonan por scoge opcion nobo di acuerdo cu plannan personal

E provision di LSRP actual di un luna di suma total pa cada aña di servicio despues di 40 aña ta continuá como un opcion. Sinembargo, cualquier empleado cu mas di 40 aña di servicio cu ta desea di retirá promer

cu nan cumpli 60 aña di edad, lo haya e cantidad mas halto di e resultado basá ariba of e añanan di servicio mas cu 40 aña of e resultado basá ariba e 2 lunanan pa cada aña di retiro promer cu cumplimiento di 60 aña, pero no tur dos.

Por ehemplo, un empleado cu scoge di retirá cu 59 aña di edad y 44 aña di servicio, lo keda mihor para recibiendo e cuatro lunanan di pago basá ariba e servicio di mas cu 40 aña, en vez di e dos lunanan di pago cu e lo haya door di retirá un aña mas tempran.

Di un otro banda, un empleado cu ta retirá na edad di 56, cu 41 aña di servicio ta elegible pa un suma efectivo di ocho luna di pago basa ariba un retiro tempran en vez di e un luna cu e lo haya pa e un aña cu e lo traha ariba 40 aña.

Empleadonan cu ta elegible lo tin e derecho di scoge retiro asina cu nan cualificá of despues si esey combiná nan plannan personal.

E Programa aki ta reconoce e circunstancianan special di e grupo di empleado único aki cu a wordo empleá na un edad asina hoven y cu pa tal motibo a adquire hopi añanan di servicio na un edad mas hoven cu normal.

E Programa ta provee nan cu reconocimento especial si acaso nan scoge di keda traha na Lago of si nan retirá di Compania promer cu e edad normal di retiro. Si un empleado ta elegible bao di e Programa y ta desea di retira tempran, e lo mester informa su supervisor por lo menos 30 dia promer cu e lo kier pa su retiro bai den efecto.

Pa mas informacion, por yama Sr. Elias Fingal di Employee Relations na extension 2421.

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Robert Hernandez
(Roro)
30 years

Pabien!



LSRP . . .

Summary

cont from page 1

This Program recognizes the special circumstances of that group of employees who were employed at a uniquely early age and thereby have acquired long service at an age earlier than normal. The Program provides them with special recognition whether they choose to remain with Lago or to leave Company service before normal retirement age.

Employees who are eligible to the Program and wish to retire early, should inform their supervisor at least 30 days in advance of the effective date. For more information, please call Mr. Elias Fingal, extension 2421 in Employee Relations.



Tony Cavallaro, Lago Vice President, flanked by four beauty queens, crowns and complacently congratulates Ms. Desiree Hoo, Aruba's 1983 Carnival Youth Queen. And camera's kept clicking...



Aruba 1983

Children's Carnival



Keeping fit!

Esso Club opens fitness center



17 pieces of equipment, able to exercise all parts of the body, are available in the new Aruba Esso Club Fitness Center. On the right Margriet, an instructor of the Fitness Center program, is using the calf and back machine to exercise her legs.

In the late 70's, industry rediscovered the natural wonders of exercise. Health spas mushroomed in Europe, the U.S.A. and in Asia. Big organizations, especially in Japan, recognized that it was good business to have healthy employees and decided to include health spas in their office building plans.

In Aruba, in addition to the existing health spas, an ocean-view, brand new one is opening soon: the Aruba Esso Club Fitness Center.

Up to now, a total of 17 shining pieces of beautiful aluminium and leather equipment are decorating the air-conditioned Fitness Center located next to the Main Lounge. Although the available equipment is the mere basics for a fitness center, they are more than sufficient to maintain or help develop a healthy body.

"When using the majority of the available equipment, every part of your body will be worked out," said Vincent Leysner, who along with his sister Margriet Paalman are the instructors of this fitness center. Vincent, who is involved in many sports organizations (such as President of the Aruba Volleyball Bond) received his BS degree in Physical Education from Bowling Green State University in Ohio. Margriet has a BA degree in Physical Education from St. Leo College in Florida and is presently teaching it at the St. Filomena College in San Nicolas and the Scucha Nos School in Oranjestad.

According to Vincent and Margriet, a 45-minute training program on the available equipment will increase one's flexibility, speed, endurance, strength and improve one's cardiovascular respiratory system.

The first equipment one would encounter on a trip in the Fitness Center is an apparatus no one would have trouble using: a doctor's scale. "We check the weight regularly," explained Vincent, "to see if any changes occur." There is an arm-curl machine to develop the biceps, triceps and forearm, a twist machine to shape the hips and a butterfly machine to shape the chest and bust. Other self-explanatory machines are the shoulderpress, abdominal rack, inner/outer thigh, and the leg press (which is also recommended for rehabilitation). The lateral pull machine, exercises the back

and shoulders, the low pulling machine the forearm and the rowing machine, all muscles and the cardiovascular system. Other machines that are excellent for the cardiovascular system are the bicycle and the treadmill. "Jogging on the treadmill is safer than jogging on asphalt outside, because the asphalt is hard and puts pressure on the knee while the treadmill has a flexible (rubber) surface," said Vincent.

Beginners definitely should seek advice when starting in the program. Improper use of the equipment can cause injuries. Instructions will be given in classes of 10-15 persons so that instructors can spend more time with each participant.

For those with experience who would like to exercise on their own without instruction, the Fitness Center will have a fixed schedule.

"As health is the principle idea behind a fitness center, diets also should be considered," explained Margriet. "For instance, you shouldn't eat three to four hours before exercising, or drink for about two hours prior. They don't digest fast enough. It is also not recommended to consume any liquid containing caffeine or alcohol for about two hours prior to exercising as they increase one's blood pressure."

To become a member of the Fitness Center one must be an Esso Club member and pay a small monthly fee. The only other requirement is that one should bring a letter from his/her doctor approving either a light, moderate or strenuous exercise program. "We will follow the doctor's advice," said Vincent, "as we aim at an overall physical fitness."

Said Ovi Croes, Supervisor of the Esso Club, "what we have now is a good start and we hope it will have a chain reaction effect to future extension plans. As soon as we determine the extent of interest in this program we can decide whether to expand it."

Mantené condición!

Esso Club ta habri centro di salud

Den ultimo anjanan di decada '70, industria a bolbe descubri e milagronan natural di ehercicio. Centronan di salud a aparecé di anochi pa mainta na Europa, Estados Unidos y Asia. Organizacionnan grandi, especialmente na Japon, a reconocé cu empleadonan saludable ta parti di un bon maneho di negoshi, y a dicidi di inclui centronan di salud den nan plannan di construcion di oficina.

Ademas di e centronan di salud ya existente na Aruba, un centro nobo cu vista di laman, lo habri pronto: Aruba Esso Club Fitness Center.

Te awor, un total di 17 pida equipo di cuero y aluminium brillante ta decorando e Fitness Center aire-condicioná aki, localizá banda di e Main Lounge. Aunque e equipo disponible ta solamente lo básico di un centro di salud, nan ta mas cu suficiente pa mantené y yuda desaroyá un curpa saludable.

Usando e 'rowing machine' aki, Margriet Paalman ta haciendo ehercicio cu su musculonan y sistema cardiovascular. Mientras tanto, Vincent ta prepará pa corre riba e 'treadmill'. Segun Vincent esaki ta mihor cu corre ariba asfalt pafor.



problema pa uza: un balanza cu ta ser uzá pa dokter. "Nos ta check e peso di e hendenan regularmente," Vincent a splica, "pa wak si tin algun cambio." Tin un 'arm-curl' machine pa desaroyo di biceps, triceps y antebrazo, un 'twist-machine' pa drecha forma di hip y un 'butterfly machine' pa e forma di pecho y busto. Tambe tin otro machinnan desponible pa haci ehercicio di lomba, stoma, bil y pia (e machin aki ta wordo recomendá pa rehabilitacion tambe). E 'lateral pull machine' ta pa haci ehercicio di lomba y torso, e 'low pulling machine' pa haci ehercicio di antebrazo y e 'rowing machine' ta pa tur músculo y e sistema cardiovascular. Otro machinnan cu tin un efecto excelente riba e sistema cardiovascular ta e bicicleta y e 'treadmill'. "Ta menos peligroso pa corre riba e 'treadmill' cu riba asfalt pafor, pasobra asfalt ta duro y ta pone presion ariba bo rodia, mientras cu e 'treadmill' tin un superficie flexible (di rubber)," Vincent a bisa.

Definitivamente, novatonan mester tuma conseho na comienzo di e programa. Uzo inapropiá di equipo por causa daño. Instruccion lo wordo duna den klas di 10 pa 15 persona só pa asina instructornan por pone mas atencion na cada persona individual. Pa esnan cu experiencia cu kier haci ehercicio riba nan mes, sin instruccion, e Fitness Center lo tin un schedule fiho.

(continua riba pagina 6)

Editor's Note:

Beginning with this issue, we are enclosing a copy of "Health Voice", a publication containing helpful information on health, diets and disease prevention in general. "Health Voice" is published four times a year under the guidance of a distinguished editorial board of physicians and public health authorities of the U.S.

Medical Insurance improved

A copy of the Lago Medical Expense Reimbursement Program as revised January 1, 1983, was recently sent to all employees.

Often these texts can seem very legalistic and it is not easy to know what the important changes are.

Here are some of the more important changes that make the Medical Expense Reimbursement Program more valuable to employees and their families.

Room and Board

When hospitalized, the full cost of second class (semi-private) room and board is covered for 300 days.

If Lago's Medical Department feels that the patient needs to be hospitalized elsewhere, the room and board costs are covered even if the daily rate is higher. In the past, this difference was reimbursed under Major Medical which meant that the employee paid 25% of the difference.

Even if a patient chooses to be treated offshore without Medical Department agreement, he will have coverage up to the rates charged at Oduber Hospital. Hospitalization for alcoholism and drug addiction are now covered for up to 30 days in a calendar year. Formerly, they were excluded from Basic coverage.

In-Hospital Services

These include the use of all hospital facilities and equipment for tests and treatment as well as drugs, dressings, etc.

Under the revised program, when hospitalized on Aruba or referred abroad by Medical, these expenses are fully covered. In the past, the limit was ten times the daily Oduber room rate and anything in excess was paid under Major Medical with the employee paying 25%.

Maternity

Formerly, there was a flat allowance of 1200 Fls. for normal deliveries. This covered hospital as well as doctor's fees. Now the plan covers full hospital expenses and the doctor's fee up to a maximum of 1000 Fls.

Surgeon's Fees

Since mid-1980, Lago has been using a widely used point system for determining surgical reimbursement on Aruba. This has meant that most surgeons' fees have been fully reimbursed.

However, if the patient required a complex operation that could not be performed here, he had to be referred elsewhere by Medical where the Aruba-based scale might not be applicable. In such cases, the Company paid 75% of the excess but the employee paid 25% of the difference.

As of January 1, 1983, the surgical reimbursement schedule in offshore referral cases is two times the Aruba value. This means that the plan should cover most if not all the offshore surgical fees for cases referred abroad by Medical.

Emergency Care

Like maternity, this now covers full hospital charges

and doctor's fee up to 100 Fls. or surgeon's fee as per the approved schedule. Heretofore, all of this could not exceed 140 Fls.

A number of improvements also were made in the Major Medical coverage. Physical and speech therapy were added out of hospital as well as visits to chiropractors. Private duty nursing either in hospital or at home so long as required by the attending physician is now covered.

Psychiatric visits up to 12 per person per year have now been added. A stop-loss feature has been included to protect against catastrophic claims. Once 2000 Fls. is incurred in a calendar year through the deductible and the 25% of Major Medical covered claims, the plan will pay 100% of covered claims for the remainder of the year.

This describes the types of changes that have been made in the program but does not cover the changes that have occurred in the value of this coverage to each employee.

Since 1979, hospital room and board rates have risen 86%. Fees for hospital services and doctors fees also have risen significantly. In 1982, the total of claims paid by the Program was over 1.8 million Fls. This is 219% more than claims paid in 1979.

In addition, there are an average of 9000 visits of family members to the Lago Clinic each year and over 7500 prescriptions filled annually. Combined these are valued at 500,000 Fls.

In summary, the total value of these programs in 1982 was 2.4 million Fls. per year or 1800 Fls. per employee.

Mantene condicion . . . cont. di pag. 5

Ya cu salud ta e idea principal tras di e Fitness Center, custumbenan di come tambe mester wordo considera, Margriet a splica. "Por ehemplo bo no mester come tres pa cuatro ora promer cu bo haci ejercicio, of bebe lechi pa mas o menos dos ora antes. Nan no ta wordo digerí suficientemente rapido. Tampoco no ta recomendable pa tuma liquido cu ta contene cafeina di alcohol pa mas o menos dos ora promer cu haci ejercicio ya cu e ingredientenan ey ta aumentá presion di sanger."

Pa bira miembro di e Fitness Center, e persona mester ta miembro di Eso Club y mester paga un suma chiquito mensual. E unico otro requisito ta cu e persona mester trese un carta di su dokter, aprobando un programa di ejercicio suave, moderá of pisá. "Nos lo sigi e consejo di dokter, Vincent a bisa, "ya cu nos meta ta pa logra salud fisica en general.

Ovi Croes, Supervisor di Eso Club, a bisa: "Locual nos tin awor ta un bon comienzo y mi ta spera cu esey lo causa mas plan di extension den futuro.

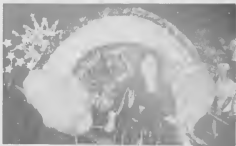
"Asina cu nos mira e grado di interes den e programa aki, nos por dicidi ariba expansion."



*Aruba
Tivoli
Club
presents:*



*The
Lighting Parade*





The construction of the Utilities Modernization Project continues full steam ahead. This new Honeywell TDC-2000 instrument console has already been installed in the Utilities Control Center.

The No. 1 Powerhouse building has been modified and is ready for erection of the first boiler assembly scheduled to start in February (both boilers have been delivered). The first boiler will be started up around September of this year.

Seguro Medico a ser mehorá

Un copia di e Medical Expense Reimbursement Program (programa pa reembolso di gastonan medico) di Lago, manera ela wordo revisá dia 1 di Januari, 1983, a wordo mandá recientemente pa tur empleado. Hopi biaha e idioma uzá den splica beneficio por parce asina formal y no ta facil pa descubri ta kiko e cambion importante ta.

Akibao ta sigi algun di e cambionan mas importante cu ta duna e Medical Reimbursement Program mas valor na empleadonan y nan famia.

Kamber y Cuminda

Na ora di hospitalizacion, tur gasto di kamber y cuminda den segunda clase (semi-privá) ta wordo cubri pa 300 dia. Si Departamento Medico di Lago pensa cu e paciente mester wordo hospitalizá na un otro lugar, gastonan di kamber y cuminda lo wordo cubri maske cu e costo pa dia ta mas halto. Den pasado, e diferencia aki tabata cai bao Major Medical, locual tabata nificá cu e empleado mester a paga 25% di e diferencia.

Aunque un paciente scoge pa ser trata den exterior sin e acuerdo di Medical Department, elo wordo cubri te na e prijs cu Hospital Oduber di Aruba ta cobra. Hospitalizacion pa alcoholismo y viciamento na droga tambe ta wordo cubri awor te cu un total di 90 dia pa aña calendario.

Antes nan tabata ser excluí di Basic Coverage.

Servicio den hospital

Esaki ta inclui uzo di tur equipo y facilidad di hospital pa examinacion y tratamiento y pa droga, vendahé, etc.

Bao di e programa actual, e gastonan aki ta wordo cubri completamente ora di hospitalizacion na Aruba of ora cu Medical referi e paciente pa exterior. Den pasado tabatin un límite di 10 vez e prijs di kamber pa dia di Hospital Oduber, y tur locual pasa riba e límite ey ta cai bao Major Medical cu e empleado pagando 25%.

Maternidad

Antes tabatin disponible un suma fijo di Fls. 1200 pa parto normal. Esaki tabata cubri hospital y pago di dokter. Awor e plan ta cubri tur gasto di hospital y fuera di esey e prijs di dokter te cu un maximo di Fls. 1000.

Prijs di Cirujano

Desde mitar di aña '80, Lago tabata uza un sistema di apuntacion hopi uzá den determiná reembolso di

cirugia na Aruba. Esaki tabata nificá cu mayoria di vez, tur gasto di cirujano tabata haya reembolso total. Sinembargo, si e paciente mester a haci un operacion complicá cu no por wordo haci akinan, Medical lo mester a mandé exterior, na unda cu e escala basá ariba Aruba talvez no ta aplicable. Den casonan asina, Compania tabata paga 75% di e gastonan extra, pero e empleado mester a paga 25% di e diferencia.

Desde 1 di Januari, 1983, e reembolso pa cirugia den exterior, en caso di referencia, ta dos vez esun di Aruba. Esaki ta nificá cu e plan actual lo cubri mayoria si no tur e gastonan di cirugia den exterior den casonan referi pa Medical.

Tratamento di emergencia

Mescos cu den caso di maternidad, esaki ta cubri awor tur gasto di hospital, gasto di dokter te cu Fls. 100 of e costo di cirujano te cu e schedule aprobá. Antes, tur esaki no por a pasa Fls. 140.

Varios mehoracion a wordo haci den Major Medical tambe. Terapia física y di habla y bishita na chiropractors ta wordo cubri como servicio fuera di hospital. Si e dokter cu atende e paciente haya cu e tin mester di un enfermera privá, esey tambe lo ser cubri awor. Bishitanan na psiquiatra, te na un maximo di 12 pa persona pa aña tambe a ser aña. Un asina yama "stop-loss feature" tambe a wordo inclui como un proteccion contra reclamonan catastrófico. Una vez e empleado gasta Fls. 2000 den un aña calendario na pagonan inicial y e 25% di e reclamonan di Major Medical, e plan actual lo paga 100% di reclamonan cubri pa e resto di aña.

Esaki ta un descripcion di e tipo di cambionan cu a tuma lugar den e programa pero no ta cubri e cambionan cu a ocurri den e valor di alcance pa cada empleado.

Desde 1979, prijs di kamber y cuminda di hospital a subi cu 86%. Prijs pa servicio di hospital y dokter tambe a subi significativamente.

Na 1982, un total di Fls. 1.8 mijon na reclamo a wordo pagá pa medio di e Programa aki. Esaki ta un aumento di 219% di e reclamonan pagá na 1979.

Adicionalmente, un averahe di 9000 bishita di miembronan di famia ta wordo haci tur aña y mas di 7500 receta ta ser yená anualmente.

Tur hunto nan ta monta na un valor di Fls. 500,000. En resumen, e valor total di e programanan aki na 1982, tabata Fls. 2.4 mijon pa aña of Fls. 1800 pa cada empleado.



ARUBA



NEWS

Vol. 44 - No. 2 - March 1983



C.C. Garvin, Jr.:

'82, difficult year for industry

Exxon's net income rose 6.9% to \$1,480 million in the fourth quarter of 1982. For the year, however, net income earnings fell 13.3% compared with 1981.

Exxon Chairman C.C. Garvin, Jr. made the following comments on the operating environment in 1982.

"The year just concluded must be judged as a difficult one for the petroleum industry. Exxon, along with the industry in general, was faced with continuing reductions in demand for petroleum and chemical products and related excess capacity in all phases of these operations.

"In this environment, Exxon took various actions which should have continuing beneficial financial effects, including streamlining current operations through inventory reductions, plant closures and staff reductions, slowing down the rate of growth in capital expenditures, postponing some planned major projects and reducing and restructuring debt to reduce overall borrowing costs and maintain the corporation's strong financial condition. External debt was reduced approximately one billion dollars during 1982."

Garvin then went on to analyze specific 1982 results by major business segments:

"Petroleum exploration and production earnings in the U.S. of \$1,873 million were down 17% from 1981. Higher

exploration costs, together with higher producing operating expenses and provision for the disposition of certain regulatory and tax matters, were the main factors in the earnings decline.

"Abroad, petroleum exploration and production earnings totaled \$1,519 million, down from \$1,856 million in 1981. Lower earnings from Aramco and higher operating costs, including taxes and royalties, contributed to the decline. Natural gas production in Europe declined. Purchased crude oil supplies under long-term agreements with foreign governments declined 34%.

"Earnings from refining and marketing operations in the U.S. were \$447 million, up from \$87 million in 1981. The absence of unfavorable cost adjustments booked in 1981 associated with wind up of the crude oil price control regulations, together with improved margins in 1982, accounted for the earnings improvement.

"Foreign refining and marketing operations were severely impacted by the unfavorable prevailing market conditions. Earnings totaled \$666 million, down from \$1,021 million in 1981, with the major impact in Europe.

"International marine operations incurred losses of \$98 million as compared with earnings of \$29 million in the previous year.

"In other energy operations, net losses of \$102 million were dominated by the charges against earnings for mothballing the Colony Shale Project in Colorado.

"Earnings from worldwide chemical operations declined 61% to \$92 million from \$238 million in 1981 and were particularly severe in the U.S. and Canada.

The Other Operations segment had earnings of \$36 million as contrasted with losses of \$43 million in the previous year. Real estate operations continued profitable."

C.C. Garvin, Jr.:

'82, año difícil pa industria

E entrada neto den ultimo trimestre di '82 a subi cu 9% te na \$1,480 milyon den e di cuatro trimestre di año 1982. Pa henter e año, sinembargo, ganashi neto di entrada a baha cu 13.3% compará cu 1981.

Chairman di Exxon, C.C. Garvin, Jr., a haci siguiente remarcacion tocante e circunstancianan di operacion den 1982: "Mester considerá e año cu a pasa como un año difícil pa industria petrolera. Exxon, hunto cu e industria en general, mester a trata cu reduccionnan continuo den demanda di petroleo y productonan quimica y, relaciona cu esey, capacidad excesivo den tur fase di tal operacion.


(cont. aruba pag. 3)

Promotions

Bernhard Kalis
Refining Engineer
Process Department



Logan Caldwell
Senior Refining Engineer
Technical Department



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Louis Maduro
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Margareta Maduro
Controller's Department

Welcome

Resultado de Exxon (cont. de pag. 2)

"Den e ambiente aki, Exxon a tuma varios medida cualnan lo mester tin, a base continuo, eferentian financiero beneficoso, incluyendo haci e operacion actual mas eficiente pa medio di reduccion di inventario, sea planta y reduci personal, mengua crecimiento den gastonan di capital, pospone algun proyectonan grandi cu ya tabata planea, y reduci y restructura debenan pa reduci gastonan total di prestamo y pa mantené e condicion financiero fuerte di e corporacion. Debenan externo a ser reduci cu mas o menos un biyon di dollar durante aña 1982.

"Siguiementemente, Garvin a sigi analisá e resultadonan específico di 1982 segun segmentonan principal di e negoshi.

Ganashi di exploracion y produccion di petroleo den E.U. di \$1,873 miyon a baha cu 17% for di 1981. E factornan principal pa e reduccion di ganashi tabata gastonan mas halto di exploracion, huntu cu gastonan mas halto di operacion di produccion, y provision pa disposicion di asuntonan di regulacion y impuesto.

"Den exterior, ganashi di produccion y exploracion di petroleo a yega na un total di \$1,519 miyon, un rebaho di e \$1,856 miyon na 1981.

Menos ganashi di Aramco y aumento den gasto di operacion, incluyendo impuesto y pago di ganancia, a contribui na e rebaho. Produccion di gas natural na

? I would like to know ...

Editorial note: From time to time, certain questions will repeatedly be asked by employees. Whenever it is felt that other employees would also benefit from such questions and answers, it will be further publicized. Below follows a question that has been frequently asked during the last few months.

Question: What are the procedures I should follow with my Dental/Medical claim form?

Answer: As was announced in a letter to all employees at the end of December '82, changes have been made in the claims procedure. The upper portion of the claim form, available at Rm. 155 of the G.O.B., should be completed by the employee. After the doctor or hospital fills out the backside of the form, it should be forwarded to American Life Insurance Company (ALICO). The Insurance Company will then pay the doctor or hospital in accordance with the Program and send you an 'Explanation and Benefits' copy. This will inform you on what the Insurance Company has paid, when, and will show you the balance, if any, which you owe the provider. If you have paid your bill, you should attach your 'paid' receipt with the form and send it to the Insurance Company which will then make payment directly to you.

Europa a baha. Suministro di petroleo crudo cumprá bao di acuerdo a largo plazo cu gobiernonan stranhero a baha cu 34%.

"Ganashi di operacion di refinacion y mercado den E.U. tabata \$447 miyon, un aumento for di e \$87 miyon na 1981. E ausencia di e ahustenan desfavorable di gasto cu a ser notá na 1981 asociá cu e arreglo di regulacion di control di prijs di petroleo crudo, huntu cu un mas gen mehorá na 1982, tabata responsabel pa e mehoracion den ganancia.

"Operacion den exterior di refinacion y mercado a haya un sla duro door di e condicion di mercado desfavorable cu ta prevalece. Ganashi a suma na \$666 miyon, un rebaho for di e \$1,021 miyon na 1981, cu e mayor impacto na Europa. Operacion maritima internacional a corre cu debe di \$98 miyon, en comparacion cu e ganashi di \$29 miyon di e aña anterior.

"Den otro operacionnan di energia, pérdidanan neto di \$102 miyon a ser dominá pa e cobranza en contra di e ganashi pa desbaratá e Colony Shale Project na Colorado.

"Ganashi di operacionnan quimica mundial a baha cu 61% pa \$92 miyon for di \$238 miyon na 1981 y tabata particularmente severo den E.U. y Canada.

"E segmentonan di Otro Operacionnan tabatin ganashi di \$36 miyon en contraste cu e \$43 miyon di perdida den e aña anterior. Operacion di "real estate" a sigi cu ganashi."

New CWA signed by Lago, IOWUA

On February 11, 1983, the Independent Oil Workers Union of Aruba and Lago signed the new Collective Working Agreement, which became effective on February 1, 1983, and will expire on July 15, 1986.

On behalf of Lago the new contract was signed by President G.E. Golden, Employee Relations Manager H.F. Colfi and Chairman of the Management Bargaining Representatives M. Angela. IOWUA signatories were M. Arcnds, President; F. Garrido, General Secretary; and R.C. Boekhoudt, Treasurer.

The new CWA was ratified when Union members voted on January 28 to accept the Agreement in Principle as was priorly accorded by IOWUA and Lago representatives.

The main improvements in the new CWA are:

*** 11.0% General Wage Increase which includes a general improvement increase of 4%, in addition to COL compensation.

*** Three times a year Cost-Of-Living (COL) adjustments on wages.



Sitting from left to right, CWA signatories for Lago Messrs. Henri Coffi, Marciano Angela and Jerry Golden, with Tony Cavallero looking on. Standing, Mitch Henriquez of Labor Relations.

*** 1% Increase in the Company's contribution to the Vacation Savings Plan (from 5% to 6%)

*** A one-time lumpsum of Fls. 550

*** Increase in shift differential from Fls. 1.49 to Fls. 1.75 per hour.

*** Increase in overtime lunch reimbursement from Fls. 2.15 to Fls. 2.50 per hour.

*** Increase in overtime car transportation from 50 to 52 cents per kilometer.

*** Service-in-Grade Increments increased to:
5 yrs 10 yrs 15 yrs 20 yrs 25 yrs
20c hr 28c hr 45c hr 56c hr 62c hr

*** Improvement in Vacation days for those with over one year of service, from 15 to 18 days and for those with over 20 years of service from 23 to 24 vacation days.

*** The Medical Expense Reimbursement Plan and the Long Service Recognition Program have been significantly improved. Extensive coverage to these programs was given in the February issue of the Aruba Ezzo News.

*** The Dental Plan now covers 75% of preventive care treatment with a maximum of Fls. 100 per person per calendar year. It also covers 50% of basic and major treatment up to Fls. 1000 per person per year and Fls. 2500 per family per year in or outside the Netherlands Antilles. The Plan has been extended to cover children up to 23 years of age when attending school and also includes children 19 years and over when not capable of self-sustaining employment by reason of mental retardation or physical handicap if so approved by Lago's Medical Director.

*** Additional time off with pay has been given for the birth of employee's legal child or legally recognized child, change of employer's residence to register move, for receipt of 10-year service award, and for Union business meetings.

Furthermore, the traditional Christmas bonus will continue to be paid in the form of a 4-week regular pay in December of 1983, '84, and '85. The year-end lumpsum payment of Fls. 1000, last paid in February, will also continue to be paid in December of 1983, '84 and '85.



Lago's office personnel are now also receiving training in fire fighting. In a recently established program, man and woman are taught to use the equipment for extinguishing building fires and also learn the evacuation procedures in case of emergencies. The Fire Section is planning to conduct this training once a month for the next ten months to cover most office personnel.



Combenio nobo firmá pa Lago, IOWUA

Dia 11 di Februari, 1983, Independent Oil Workers Union of Aruba, y Lago a firma e Combenio Colectivo di Trabow nobo, cual a bira efectivo dia 1 di Februari, 1983, y lo caducá dia 15 di Juli, 1986.

Na nombri di Lago e contrato nobo a ser firmá pa Presidente, G.E. Golden; Manager di Employee Relations, H.F. Colff; y Chairman di Management Regaining Representatives, M. Angela.

Firmantenan pa IOWUA tabata M. Arends, Presidente; F. Garrido, Secretario General y R.C. Boekhoudt, Tesorero.

E combenio nobo a ser ratificá ora cu miembronan di Sindicato a vota dia 28 di Januari pa aceptá e Acuerdo en Principio cu y kaba representantenan di IOWUA y Lago a aprobá.



Firmantenan pa IOWUA, sintá di robes pa drechi, Sra. Ramiro Boekhoudt, Milo Arends y Felix Garrido, mientrat cu Carlos de Cuba di Public Relations ta observando.

E combenio nobo ta enserá e siguiente mehoracionnan principal

*** 11 0% di Aumento General di Salario cual ta inclui un mehoracion di aumento general di 4%, ademas di compensacion di COL.

*** Ties vez pa aña, ajustamento di costo di bida ariba salario

*** 1% di aumento den e contribucion di Compania na Vacation Savings Plan (di 5% pa 6%).

*** Un solo suma di Fls. 550.

*** Aumento pa trabow di warda di Fls. 1.49 pa Fls. 1.75 pa ora.

*** Aumento den reembolso pa cuminda di overtime for di Fls. 2.15 pa Fls. 2.50 pa ora.

*** Aumento den transportacion pa overtime di 50 pa 52 cent pa kilometer.

*** Service-in-Grade increments a aumentá pa lo siguiente:

5 yrs	10 yrs	15 yrs	20 yrs	25 yrs
20c hr	28c hr	45c hr	56c hr	62c hr

? Mi lo kier sa

Nota editorial: De vez en cuando, empleadonan repetidamente ta haci cierto preguntanan. Ora ta wordo pensá cu otro empleadonan tambe lo por beneficia, tal pregunta y contesta lo haya mas publicacion.

Aki bao ta sigi un pregunta cu a wordo haci frecuentemente durante e ultimo lunanan.

Pregunta: Cual ta e procedimiento mi mester sigi cu e formulario di reclamo Dental y Medico?

Contesta: Maneva a ser anunciá den un carta na tur empleado na fin di December, '82, cambionan a ser haci den e procedimiento di reclamo. E empleado mester yena e parti ariba di e formulario cual ta disponible na Oficina 155 di G.O.B.

Despues cu e dokter of hospital yena e parti patras di e formulario e mester wordo mandá pa American Life Insurance Company (ALICO). E ora e compania di seguro lo paga e dokter of hospital di acuerdo cu e programa y lo mandabo un copia di "Splicacion y Beneficio".

Esaki lo informabo di local e Compania di seguro a paga, ki dia esey a wordo haci, y kiko bo saldo ta, si tin algun, cu cu bo debe na esnan cu a dunabo servicio. Si bo a paga bo recibo, bo mester manda bo recibo di pago hunto cu e formulario pa e Compania di seguro kende e ora lo pagabo directamente.

*** Mehoracion den dianan di vacation pa esnan cu un aña di servicio, di 15 pa 18 dia y pa esnan cu mas di 20 aña di servicio di 23 pa 24 dia di vacation.

*** E plan pa reembolso di gastonan medico y e programa di reconocimiento na esnan cu hopi aña den servicio a ser mehorá significativamente. E contenido di e programanan aki a wordo cubri extensivamente den e edicion di Februari di Aruba Easo News.

*** E Dental Plan awor ta cubri 75% di cuidu preventivo cu un maximo di Fls. 100 pa persona pa aña calendario. E ta cubri tambe 50% di tratamiento basico y major te cu Fls. 1,000 pa persona pa aña y Fls. 2,500 pa lamia pa aña, sea ariba of palor di Antillas Neerlandes. E plan a ser extendi pa cubri juman te cu 23 aña si nan ta bai school y tambe yunan ariba 19 aña cu no ta capaz di sostené nan mes pa motibo di retardacion mental of algun handicap fisico si asina aprobá pa e Director Medico di Lago.

*** Tempo liber adicional cu pago a ser duná pa nacemento di jiu legal di empleado of jiu legalmente reconocí, cambio den residencia di empleado pa registrá mudanza, pa ricibi reconocimiento di 10 aña di servicio y pa reunion di asuntonan di Sindicato.

Ademas, e bonus tradicional di Pascu lo sigi wordo pagá den forma di un pago regular di 4 siman na December di 1983, '84, y '85. E suma total di Fls. 1000 cu ta wordo pagá na fin di aña, y ultimo a ser paga na Februari, tambe lo sigi wordo pagá na December di 1983, '84 y '85.

Seguridad, resultado di esfuerzo mutuo



**Algun empleado den Mechanical shops akinan ta muestra Sr. Monk di Du Pont con nan ta ehercé nan trabow atendien-
do nan mes na reglanan di seguridad.**

Mayoría di empleado sabi cu e record di seguridad di Lago di 1982 tabata mihor cu di aña '81 y '80. E record di Lago tabata suficientemente bon cu ela conquistá e tercer lugar den e contest di 1982 cu National Safety Council tabatin pa companianan di Refinacion y Productonan Petrolera. Sinembargo, den asuntunan di seguridad, e meta ta semper pa reduci e nivel di accidente na zero.

Pa haci Compania un lugar ainda mas sigur pa traha, Lago a contratá un Du Pont Senior Safety Consultant pa asisti den e continuo mehoracion den checuacion di seguridad na Lago.

Dikon Du Pont? E negoshi aki cu tin 180 aña di existencia, historicamente a trata cu seguridad manera un tesoro: pa mas o menos 100 aña, e famia Du Pont tabata fabricá productonan explosivo, y falta di seguridad lo por a nificá liquidacion inmediato. Du Pont, un compania di 150.000 empleado reparti ariba henter mundo, tin 100 vez un mihor checuacion di seguridad ora compare cu e averahe total industrial. Un planta di Du Pont a logra acumulá 66 mion ora obreril sin ningun accidente incapacitante. Y por lo menos 100 di su 140 plantanan tin mas di 1 mion ora obreril sin accidente incapacitante. Basá ariba Du Pont su experiencianan exitoso den seguridad, e compania a establecé un servicio di consulta den seguridad.

Sr. Dwight Monk, un Profesional di Seguridad Certificá di Du Pont recientemente tabata akinan ariba un bishita di tres siman. Sr. Monk a bisa cu e promer paso cu e mester a tuma promer cu e por a recomendá plan di accion den seguridad tabata di siña local tabata sosodé den refinaria door di "pasa hopi tempo observando con empleadonan ta haci nan trabow." Tambe ela entrevistá hende di tur nivel di operacion, di Presidente di Lago, pa Directiva di Sindicato, y empleadonan cu ta traha den planta.

"Na Du Pont nos ta kere cu seguridad ta e resultado di un bon esfuerzo mutuo entre empleado y gerencia," Sr. Monk a comentá. "Gerencia ta responsabel pa ponc prioridad, provee un direccion general pa e esfuerzo di seguridad, establecé reglamento y procedimiento cu e ayuda di empleado, y controlá e progreso di e ehecucion di seguridad."

Y e empleadonan, "nan ta responsabel pa sigri e regla y procedimientonan," Sr. Monk a bisa. Pero ya cu meta regla pa tur cos, nan lo mester planá seguridad den tur trabow cu nan ta haci, y entrega sugerencia pa mehoracion di seguridad. Tambe Sr. Monk a bisa cu e empleadonan mester desaroyá un "actitud" di preocupacion pa prohibo. Esaki ta nifica cu un empleado mester keri duna otronan conseho ariba seguridad y na mesun tempo no tabia ora un otro lo pèrduné un conseho."

Despues di a studia e regla y procedimientonan arriba con seguridad ta wordo comunicá y con empleado ta ser envolví den seguridad, Sr. Monk a desaroyá un recomendacionnan basá ariba local Du Pont su experiencia, a demostrá di ta efectivo. Y aungu Sr. Monk ta pensa cu lo tuma algun tempo pa e recomendacionnan tin algun efecto ariba establisimientu di ehecucion di seguridad, ela bisa. "Nos ta kere cu seguridad ta bon pa negoshi, y cu tur accidente por wordo preveni." Seguramente esey ta un bon filosofia pa ponc den practica.

Formulario pa beca disponible awor

Formulario di Aplicacion pa asistencia di Lago Scholarship Foundation ta disponible desde awor te cu dia 31 di Maart na e siguiente lugarnan:

Colegio Arubano - Sta. Ans Visser
MTS Seor Blanco - Administracion
Lobby di G.O.B. - Security Guard

Formularionan cu a ser completá mester wordo entregá na Oficina 165 di G.O.B. promer cu dia 8 di April, 1983.

Safety, result of team effort



One of the many places that Mr. Monk visited on his 'safety' tour of the refinery was the Mechanical Shops. Here some employees are showing him how they perform their jobs with safety in mind.

Most employees are aware that Lago's 1982 safety record was better than that of '81 and '80. Lago's record was even good enough that it placed third in the 1982 National Safety Council contest for Petroleum Products and Refining companies. Still, in matters of safety, the aim is always to reduce the injury level to nil. To make the Company an even safer place to work at, Lago has contracted a Du Pont Senior Safety Consultant to assist in further improving Lago's safety performance.

Why Du Pont? This 180 years old business has historically treasured safety; for about 100 years the Du Pont family has been manufacturing explosives, and lack of safety could have meant instant liquidation. Du Pont, a company with 150,000 employees spread out all over the world, has a 100 times better safety performance when compared to the all-industry average. One Du Pont plant managed to accumulate 66 million exposure hours without a disabling injury. And at least 100 out of its 140 plants have more than 1 million exposure hours without a disabling injury. Out of the company's successful safety experience came the Du Pont safety consulting service.

Mr. Dwight Monk, a Certified Safety Professional from Du Pont, was recently here on a three week visit. Mr. Monk said that the first step he had to take before recommending any safety action plan was to learn what goes on in the refinery by spending "a considerable amount of time watching how Lago employees performed their jobs." He also interviewed people from all levels of refinery operations, from the Lago President, to the Union board members, to the employees working in the field. "We at Du Pont believe that safety is the result of a good team effort between employees and management," commented Mr. Monk. "Management is responsible for setting priorities, providing the overall direction of the safety effort, establishing rules and procedures with the help of employees, and monitoring the progress of safety performance."

As for the employees, "they are responsible for following the rules and procedures," said Mr. Monk. "But as there

are no rules for everything, they should plan safety in every job they do, and turn in suggestions for safety improvement." Mr. Monk also observed that employees should develop a "brother's keeper attitude. This means that an employee should be willing to pass on safety advice to others and at the same time not become upset when someone else passes on advice to him."

After looking at Lago's rules and procedure, analyzing how safety is communicated and how people are involved in safety, Mr. Monk has developed his recommendations based on the things Du Pont, by experience, has proven to be effective.

Even though Mr. Monk thinks that it will take some time before his recommendations take effect on the safety performance statistics, he said "We believe that safety is good business and that all injuries can be prevented." Certainly a good philosophy to live by!

LSF application available now

Application forms for the Lago Scholarship Foundation assistance are available now until March 31 at the following locations:

Colegio Arubano - Mrs. Ans Visser
MTS Seroe Blanco - Administration
G.O.B. Lobby - Security Guard

Completed forms should be returned to Room 165 of the G.O.B. not later than April 8, 1983.

Refinery People



Units undergo turnarounds, buildings are constructed, and repairs are made The refinery keeps running! There's no place for phobias in a place like this. There are towers to climb, high scaffolds to stand on, and dark, closed-in furnaces to work in The Refinery is bustling with activity, and it's the refinery people who are doing the job.



ARUBA

ESSO



Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

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\$20.6 million project enables replacement for imported butane

At the beginning of this year a 20.6 million dollar HDS Purge Gas Recovery Project was approved by Exxon. This project will enable Lago to be self-sufficient in Hydrogen Plant feed. Purge gas that now is burned as fuel will be recovered, treated and led to the hydrogen plants, replacing butane presently imported from Venezuela.

The new facilities required are two new Hydrogen Plant front ends, new reactors and alloy piping. In addition, two new compressors will be installed for the low pressure gas collection system.

Construction of the first Hydrogen Plant front end is scheduled to start in September and the entire project is

programmed to be completed in the second half of 1984. Construction work will be done by local contractors with a peak of about 125 men.

Mr. Roro Hernandez of the Technical Department is the Project Manager in charge of the detailed engineering, procurement and construction of this project. Roro is presently located in the Chicago offices of Procon Incorporated, the engineering and procurement contractor for this project.

Projecto di \$20.6 miyon ta kita necesidad di importá butano

Na comienzo di e aña aki e proyecto HDS Purge Gas Recovery cu ta costa 20.6 miyon dolar a ser aprobá pa Exxon. E proyecto lo haci posibel pa Lago bira auto-suficiente den butano cu ta ser uzá den e Planta Hidrogeno. E "purge gas" of gas limpi cu awor ta ser quima como combustibel, lo ser recuprá, tratá y pasá pa e plantanan hidrogeno, remplazando e butano cu actualmente ta ser importá for di Venezuela.

E facilidadnan nobo cu ta ser requeri ta e dos partinan dilanti di e Planta Hidrogeno, reactornan nobo y tuberia di dilente metal. Adicionalmente, dos compresor nobo lo ser instalá pa e sistema di coleccioná gas di poco presion.

Construccion di e promer parti dilanti di e Planta Hidrogeno ta programá pa cuminsá na Septembei y e proyecto completo ta programá pa terminá den e segundo mitar di 1984. E trabow di construccion lo ser hací pa contratistanan local y lo culminá cu un total di aproximadamente 125 trahadon.

Sr. Roro Hernandez di Technical Department ta e Project Manager encargá cu e ingenieria detayá, percuracion y construccion di e proyecto aki. Actualmente Roro ta localizá den oficinanan di Procon Incorporated na Chicago. Procon ta e contratista di ingenieria y percuracion pa e proyecto aki.



Two refinery units are undergoing major turnarounds. Above: the vacuum tower during the V3AR turnaround activities. Below: employees are inspecting the new pigtaills at the H3AR unit.



ARUBA

Lago Oil & Transport Co., Ltd.
Lago, Netherlands Antilles

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New OMSC Department formed



John R. Every
Manager
OMSC Department

Recently, the Supply Commercial Division and the Oil Movements and Shipping Division within the Process Department merged into a new department called "Oil Movements, Shipping and Coordination Department."

Departamento nobo a ser formá: OMSC

Recientemente, e Supply Commercial Division y e Oil Movements and Shipping Division di Process Department a forma un departamento nobo cu yama "Oil Movements, Shipping and Coordination Department." Sr. John R. Every cu tabata Assistant Technical Manager, a asumi e posicion di Manager di e departamento nobo.

E funcionnan di Supply Commercial ta inclui e planeamento y coordinacion di e plannan mensual y trimestral di e operacion di refinaria. Esaki ta cubri e nivel di refinacion di crudo, e productonan cu mester wordo traha, y e calidad cu mester atené. En coneccion cu CCA na Coral Gables, y Exxon International Corporation na New York, Supply Commercial ta coordiná e programanan di produccion y shipping. Oil Movements and Shipping (OM&S) e ora ta sigi cu su responsabilidanan.

E tareanan di OM&S, cu mas tanto ta limitá den e area di tankfarm, terminal y e area marítimo, ta manera e nomber mes ta indicá. E personal di OM&S ta ricibi e crudo, transporté, wardé, mezclé di acuerdo cu e gravedad y despues ta pomp e pa e pipestill-nan. Ora cu e componentenan (cual ta ser yama "rundown streams" den refinaria) ta ser ricibi, personal di OM&S ta warda nan den e tankinan apropiá, mezcla nan di acuerdo cu e especificacionnan di cliente y pone nan ariba bapor.

Como e responsabilidanan individual di e dos divisionnan ta estrechamente relacioná, e formacion aki tabata manera un "arreglo natural." E OMSC Department nobo tin mas o menos 230 empleado.

Mr. John R. Every, former Assistant Technical Manager, assumed the position of Manager of the new department.

The Supply Commercial functions include the planning and coordination of the refinery's monthly and quarterly operation plans. This covers the crude run level, the products to be made, and the qualities to strive for. In conjunction with CCA in Coral Gables, and Exxon International Corporation in New York, Supply Commercial coordinates the production and shipping schedules. Oil Movements and Shipping (OM&S) then proceeds with its responsibilities.

OM&S's tasks, confined mostly within the tankfarm terminal and marine area, are exactly as the name indicates. OM&S people receive the crude, move, store, blend it according to gravity and then pump it to the pipestills. When the components ("rundown streams" in refinery terms) are received, OM&S personnel store them in appropriate tanks, blend them according to customers' specifications and load them on ships.

As the two divisions' individual responsibilities are so closely related, this merger was only a "natural arrangement".

The new OMSC Department has about 230 employees.

Promotions



Lyman Halley
Area Supervisor
Mechanical

Pabien!



Gregorio Curiel
Laboratory Technician - 3
Technical



Franklin Boekhoudt
OMCC Technician
Process



As safety in the refinery is of primary importance, Lago has a number of committees dealing with all aspects of safety. Above: The HDS Divisional Safety Committee headed by Joaquin Croes meets to discuss the Division's safety projects.



A training in servicing the Self Contained Breathing Apparatus (SCBA) was recently completed by seven Mechanical Department employees. Bob Naugle, Mechanical's Assistant Manager, presented the certificates. Lago has now become a fully qualified training center for the SCBA.

Drivers' inattention hampers traffic safety

John turns his head to the right, looks, reverses his car, and hits a vehicle coming from the left side ... Accident due to the driver's inattention

"Drivers' inattention," said Martinus Ras, Administrative Lieutenant in the Industrial Security Department, "is the major cause of traffic accidents within the Lago concession. As a matter of fact in 1982, 80% of traffic accidents were due to drivers' inattention and 46% of those accidents happened while reversing." Other causes of traffic accidents include failure to yield (6%), unsafe equipment such as lack of brakes (6%) and excessive speed (1%).

"Keep Your Safety Mind on Driving" is certainly not an empty slogan as all those accidents were obviously preventable accidents. A preventable accident is one in which the driver failed to do everything that could have reasonably been done to prevent it. Looking to the right, left and right again, avoiding distraction by other drivers, pedestrians or situations, and paying attention rather than daydreaming, are a few easy ways to help prevent accidents.

In Case of Accidents

In case a traffic accident does occur on Lago concession, what should be done? "This information is very important," Martinus emphasized. "First check if there are any injured persons. If not, leave the car as it 'came to rest' (in Security's jargon this is called the CTR position), call Lago police on 3131 and await the arrival of the Investigating Officer. The officer will then divert traffic and investigate the case."

If there is an injured person involved, instruct someone to notify Lago police and administer first aid immediately if necessary. If the injured person is bleeding heavily (arterial spurts), apply direct pressure over the wound or on a major artery closest to the wound. According to Martinus: "Unless trained to do so and/or conditions demand actions on your part (vehicle on fire, etc.), do not attempt to remove the victim suspected of bone injuries from the vehicle. Permanent damage may be the result if improperly handled."

If an accident occurs outside Lago concession while on Company business with a Lago leased/owned vehicle,

the government police must be called immediately. Lago Police should be advised of the incident as soon as conditions permit. "Two important items drivers should take note of are that a 'gentleman's agreement' between drivers without police notification is not acceptable, and that cars should be left in the accident position until the arrival of a police officer", commented Martinus.

Safe Driving

As the total of 69 traffic incidents on Lago concession in 1982 is considered excessive (more than any other affiliate in the Esso Inter America region), the Industrial Security Department in cooperation with the Safety Section is planning to organize a 'Defensive Driving' course. In this improvement program drivers will be instructed how to "prevent accidents in spite of the incorrect actions of others and adverse conditions."

The Defensive Driving Manual of the National Safety Council teaches students to recognize and constantly be aware of the following six conditions that can affect safe driving: light (e.g. sun glare), weather (rain, fog), road (curbs, narrow roads, construction), traffic (other drivers, speed of traffic), driver's vehicle (faulty tires, brakes, windshield wipers), and the driver himself (fatigue, alcohol, defective eye-sight or hearing, emotional states such as anger, worry, fear).

In the effort to reduce the incidence of accidents, a combined cooperation is essential. A basic but important factor that contributes to traffic safety is every individual's strict adherence to the existing traffic law. "The traffic laws followed on the Lago concession are the same as apply elsewhere on Aruba," commented Martinus. Additionally the Industrial Security Department is sharply increasing the enforcement of traffic laws. Violators will be subject to disciplinary/administrative actions. The results of these efforts will be closely monitored to ensure that Lago is becoming a safer refinery.

Remedying or avoiding hazards, or sometimes just paying attention to existing traffic situations will result in safer driving and fewer traffic incidents. If John and others had looked properly before and while reversing, 46% of all traffic accidents would have been prevented.

The changing role of Lago as a community member

"As the economy of Aruba has grown and become more diversified, government and private agencies and organizations have developed to meet community needs.

Lago's role today is to be a constructive corporate member of the community."

After the decline of gold mining, Aruba did not have any notable industries until Lago was established in Aruba in the mid-1920's. Prior to that, the island's population was relatively small. The coming of Lago to Aruba represented a significant change for the Aruban society and with the expanding population came the need for a wide variety of social services.

The operation of Lago itself required many supporting services which were not then available. Lago had to construct and operate housing for its employees, a hospital and commissaries where employees could buy food and other necessities. In those days the Company operated a laundry as well as a foundry, a shipyard, a garage, a carpenter shop and a very extensive machinery repair shop that even today continues to be a key facility. There was also the Lago Vocational School where over 950 persons were educated to be able to function in technically oriented refinery jobs. Beyond these essentials, the Company built and operated many sports facilities, including a Gun Club, a Flying Club, a Golf Club and the largest sport facility in San Nicolas which is still called the Lago Sport Park.

Over the years, Lago worked closely with the government and the community to move away from the "company town" environment that existed in Lago's early days.

During the late 50's the island's tourist industry started to develop. Lago participated in the effort to encourage tourism by buying shares in Aruven, the agency set up for that purpose. During the same period the public education system was strengthened until, in 1959, the Lago Vocational School was closed. As before, however, employees and others were still provided the opportunity to improve their skills and education through Company sponsored upgrade programs, management training, seminars, educational refund programs and scholarships. For example, in the past 25 years more than 400 people have been granted scholarships through the Lago Scholarship Foundation.

Instead of continuing with a private hospital, once Aruba's own modern hospital was constructed, the Company developed a medical program to provide continued medical service to its employees and their families at Lago's clinic, the newer Oduber Hospital or elsewhere.

Another dramatic change over the years was that for painting/carpentry and similar construction work formerly done "in house," Lago now contracts through private enterprises close to 800 people on the refinery premises at any one time.

In the 50 years that have passed since Lago started its operations in Aruba, the island has grown to where private enterprises and the government have taken over the majority of the services for which, in the old days,

Lago necessarily assumed direct responsibility. Lago has encouraged this trend to decrease the community's heavy dependence on the Company. As a result, Lago's role has changed, but its contribution as a member of the Aruban community has continued in ways appropriate to a private concern. This includes but is not limited to the direct employment of over 1300 employees, the indirect employment of hundreds of others and the payment of corporate taxes.



A good example of Lago's continuing efforts to improve employees' skills is the ongoing First Line Supervisory training program. Above: participants Eddy Gomez and Ernie Williams with instructor Robby Arends. Below: participants Richard Simon and Ivan Gibson.



For example, according to Fritz Beamon, Public Relations/Marketing Manager, "Lago is represented on different government committees on the island such as the Oil Spill Control Committee and the Alternate Energy Committee." Lago also serves as a source of information, knowledge and experience to a number of students throughout the year. Students from high schools in Aruba and students abroad often follow practical training at Lago. To encourage interest in these sciences and modern technology, Lago has been sponsoring a Science Fair for high schools every other year.

"We also give donations to help community-oriented organizations get started or to those who have already shown themselves to be responsible in using their resources as a contribution to the community. We constantly get requests for donations which we review individually according to their individual merits," said Fritz. When the Blood Bank was in the developing stages, for instance, Lago contributed with a lump-sum to help it get started. The Blood Bank is today a self-supporting organization. Lump-sums and materials were also awarded to some Centro di Barrio's and others. Casa Cuna, ARSCA, Imelda Hof Orphanage, Queen Wilhelmina Kinderfond, and the YMCA are a few of the organizations Lago helps on a recurring basis.

(cont. on page 7)

E cambio den funcion di Lago como un miembro di comunidad

"Mientras cu e economia di Aruba a crece y a bira mas diversificá, gobierno y agencianan y organizacionnan privá a desaroyá pa cumpli cu e necesidadnan di comunidad. E funcion di Lago den e dia di awe ta di ser un miembro corporativo constructivo di e comunidad".

Despues di e decadencia di e mina di oro, Aruba no tabatin ningun industria significante te ora cu Lago a establecé na Aruba den mita di 1920. Promer cu esey, e isla su populacion tabata chiquito. E yegada di Lago na Aruba a representá un cambio significante pa e sociedad Arubano y cu e populacion creciente a lanta un necesidad pa un variedad mas amplio di servicionan social.

E operacion di Lago mes tabata requeri hopi servicionan di sosten cu no tabata disponible e tempo ey. Lago mester a construí y operá vivienda pa su empleadonan, un hospital y comisionan na unda empleadonan por a cumpra cumada y otro articulonnan necesario. Den e dianan ey, Compañia tabata opera un laundry y un taller di dobla metal, un dok, un garashi, un taller di carpinteria y un taller di repaí maquina cu te awendia

ta sigi siendo un facilidad importante. Tambe tabata existi Lago Vocational School na unda mas di 950 persona a ser educá pa por funcioná den trabownan cu orientacion tecnico den refinaria. Fuera di e cosnan esencial aki, Compañia a construí y operá hopi facilidadnan di deporte, incluyendo e Gun Club, Flying Club, Golf Club y e facilidad deportivo di mas grandi na San Nicolaas cu te ainda ta ser yamá Lago Sport Park.

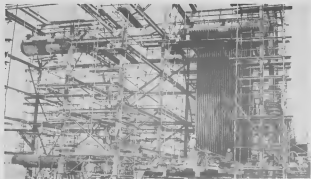
Durante añanan Lago a traha estrechamente cu gobierno y e comunidad pa sali for di e ambiente di e asina yamá "company town" cu tabata existi na principio di Lago (e concepto "company town" ta referi na un comunidad cu ta dependé ariba un solo compania pa tur servicionan necesario di bida).

Durante e ultimo añanan '50 e industria turistico di e isla a cuminzá desaroyá. Lago a participá den un esfuerzo pa curashá turismo door di cumpra accion den Aruven, e agencia establecí pa e proposito ey. Durante e mesun periodo e sistema publico educacional a ser reforzá te cu na 1959, Lago Vocational School a ser será. Sinembargo,

(cont. riba pag. 7)

Un bon ehemplo di un programa di entrenamiento patrociná pa Compañia ta e Refinery Mechanic Program cu a ser establecí 6 aña pasa. Bao e programa aki e empleado nobo den Mechanical Shop ta siña e diferente habilidadnan cu nan tin mester pa ehecutá tur traboe den area di maquina, welder/tuberia, metal y pomp. Usando e sistema di computador pa coordiná necesidadnan di entrenamiento, empleadonan ta haya e oportunidad pa progresá suavemente pa Refinery Mechanic.





E fase di construcion di e Utilities Modernization Project ta den "full swing". Aruba foto: e ereccion di boiler nobo na Powerhouse No. 1

Falta di atencion di chauffeur ta stroba seguridad di trafico

John ta bira wak na banda drechi, back su auto, y ta dal un vehiculo biniendo di banda robes Accidente causá door di falta di atencion di e chauffeur.

"Falta di atencion di chauffeur," Martinus Ras, Administrative Lieutenant di Industrial Security Department, a bisa, "ta e causa principal di accidentenan di trafico ariba concesion di Lago. De lácto, na 1982, 80% di tur accidente di trafico tabata pa motibo di falta di atencion di chauffeur y 46% di e accidentenan ey a sosodé na ora di back (reverse)." Otro causanan di accidente di trafico ta inclui falta di duna derecho (6%), equipo cu fayó den seguridad manera falta di freno (6%) y velocidad excesivo (1%).

E lema 'Paga Tino Riba Caminda' seguramente no ta sin fondo ya cu tur e accidentenan ey obviamente tabata 'prevenible'. Un accidente prevenible ta un accidente den cual e chauffeur a negligishá di haci tur local e lo por a haci razonablemente pa prevení. Wak na banda drechi, robes, y drechi atrobe, evitá distraccion di otro chauffeur, peaton y situacion, y paga tino en vez di soña, ta algun maneranan facil cu ta yuda preveni accidente.

En Caso di Accidente

En caso un accidente ocurri ariba concesion di Lago, kiko mester wordo haci? "E informacion aki ta importantísimo," Martinus a enfatisá. "Primeramente bo mester check si tin algun persona heridá. Si no tin, laga e auto na e manera cu ela bin para (Security ta yama esaki e posicion CTR), yama polis di Lago na 3131, y warda e yegada di e agente di investigacion. E agente e ora lo regla trafico y lo investigá e caso."

Si tin un persona herida envolví, instruí un hende pa notifiá polis di Lago, y duna "eerste hulp" mes ora si ta necesario. Si e persona heridá ta sangra hopi (movimiento rapido den arteria) aplicá presion directo ariba e herida of ariba e arteria principal mas cerca di e herida. Di acuerdo cu Martinus: "Solamente si ho a wordo entrená pa haci asina y of condicionnan ta demandá tal accion di bo banda (p.e. auto na candelá), no purba di saca un victima cu bo ta sospechá di por tin herida di weso for di e vehiculo. Daño permanente por resultá di trato inapropiá."

Si un accidente pasa palor di concesion di Lago na

momento cu un empleado ta cumpliendo cu asuntunan di Compania cu auto alquilá, posé pa Lago, polis di Lago di Aruba mester wordo yamá inmediatamente. Policia di Lago mester wordo avisá di e incidente asina pa condicion permití. "Dos cos importante cu habri te otro mester realizá ta cu 'gentleman's agreement' (concordato verbal) sin notificacion policial no ta aceptable, y asina bo cu mester mantené e autonan den reposicion di accidente te ora cu un agente policial venga," Martinus a comenta.

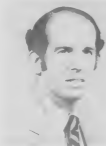
Mancha cu Seguridad

Ya cu e total di 69 incidente di trafico ariba concesion di Lago den 1982 ta wordo considera un cantidad esu chago (mas cu cualquier aliado den e region di Lago, Suro America), e departamento di Industrial Security, cu cooperacion cu e Safety Section tin planea pa organisa un curso den "Mancha Defensivamente". Den e programa di mehoracion aki, chauffeurnan lo ser instrui con pa "preveni accidente a pesa di accionnan incorrecto di otro nan y condicionnan desfavorabilis."

E manual di Mancho cu Seguridad di National Safety Council ta siña studiantenan con pa reconocer y ser constantemente consciente di e siguiente seis condicionnan cu ta afectá seguridad den mancho di vehiculo: luz (rayo di solo), tempo (yubida, neblina, caminda (birada, hanchi smal, construcion), evolucion di e chauffeur (tire, freno, wiper di windshield o algun defecto), y e chauffeur mes (fatiga, defecto den vista of oido, alcohol y estado emocional manera rabia, preocupacion, miedo).

Den un esfuerzo pa reduci e incidencia di accidente, un cooperacion mutuo ta esencial. Un factor basico pero importante cu ta contribui na seguridad den trafico ta cu cada individuo mester mantené su mes estrictamente na e leyman di trafico existente. "E leyman di trafico cu ta ser sigi ariba concesion di Lago ta e mesunan cu ta aplicá na otro caminda rond Aruba," Martinus a comenta.

Door di remedíá of evitá peligró, of tin bez solamente door di paga mas atencion na situacionnan existente di trafico, menos incidente di trafico y mancho di vehiculo cu mas seguridad lo por resultá. Si John y otro nan a wak apropiadamente promer y mientras nan tabata back, 46% di tur accidente di trafico lo por a ser preveni.



Dr. Larry Crook
Medical Center

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bonbini!



Paul Badelek
Technical Department

Miembro di Comunidad

(cont. di pag. 5)

empleado y otro nan a sigi haya e oportunidad di mehorá nan habilidadnan y educacion pa medio di programanan di mehoracion, entrenamiento di gerencia, seminario, programa di reembolso educacional y becanan cu Compania ta patrociná. Por ehemplo, den e ultimo 25 añanan mas di 400 hende a haya beca pa medio di Lago Scholarship Foundation.

Un vez di continua cu un hospital privá, una vez cu e hospital moderno a ser construí na Aruba, Compania a desaroya un programa medico pa provee servicio medico continuo na su empleadonan y nan familia na e clinica di Lago, e Hospital Océano nobo of algun otro caminda.

Un otro cambio di maneo a travez di añanan tabata cu pa trabowanan di veri capienza y trabowanan di construcion similar un tabata wordo haci na refinancia mes, awe Lago ta contrata, pa medio di empresanan priva, cerca di 800 hende cu tariba concesion di Lago na cualquier ora.

Den e 50 añanan cu a pasa desde cu Lago a cuminzá opera na Aruba e isla a crece te na un nivel cu companianan priva y gobierno a tuma encargo di mayoria di servicionan pa cual anteriormente Lago, pa necesidad, w a sumi e responsabilidad directo. Lago a curash e curso aki pa reduci e dependencia grandi cu comunidad tabatin ariba Compania. Como resultado, e limiton di Lago a ser modifia, pero su contribucion como miembro di e comunidad Arubano a continuá den mantencion apropiá pa un empresa priva. Esaki ta inclui pero no ta limitá na e empleo directo di mas cu 1300 empleado, e empleo indirecto di cientos di otro nan y e pago di impuesto corporativo.

Por ehemplo, di acuerdo cu Fritz Beaujon, Public Relations Marketing Manager, "Lago ta ser representá den diferente comité gubernamental ariba e isla manera e comité pa controla e deturme di ciudad y e comité pa busca alternativa di energia." Lago tambe ta sirbi como un fuente di informacion, conocimiento y experiencia pa un cantidad di estudiante durante henter aña. Estudiente di school secundario na Aruba y studentenan cu ta studia den exterior hopi vez ta sigi entrenamiento practico na Lago. Pa curashá interes den ciencia y tecnologia moderno, Lago ta patrociná un Science Fair pa schoolnan secundario kada pasa un aña.

"Nos ta haci donacion tambe pa yuda lanta organizacion cu ta orientá na comunidad, of na esnan cu ya kaba a mustra di ta responsabel den usa nan recursonan como contribucion na comunidad.

Constantemente nos ta haya peticia pa donacion cualnan nos ta repasa individualmente di acuerdo cu nan meritonan individual." Fritz a bisa. Tempo cu

banco di sanger tabata den fase nan di desaroyo, por ehemplo, Lago a contribui cu un suma total pa yudá cuminzá Awendia e banco di sanger ta un organizacion cu ta sostené su mes. Material y sumanan total tambe a ser otorgá na algun Centro di Barrio y otro nan. Casa Cura, ARSCA, Imelda Hof, Koningin Wilhelmina Kankerfonds y YMCA ta algun organizacion cu Lago ta asistí periodicamente.

Lago tambe ta patrociná programanan di deporte y otro formanan di entretenimiento na television y di acuerdo cu un aumento den enfasis ariba seguridad, e programanan aki ta carga mesahenan relacioná na seguridad manera tambe e programa di seguridad di trafico cu Lago ta patrociná na Tele Aruba. Den e mesun sentido, Compania ta sigi provee entrenamiento den paga candela pa organizacionnan ariba e isla incluyendo e departamento di bomberos di gobierno.

Pero quizas e contribucion mas importante na e comunidad ta ser haci pa hopi di e empleadonan di Lago, kendenan ta contribui cu habilidadnan y talento den organizacionnan social ariba e isla (manera FALPA, YMCA, Rode Kruis y Centro di Barrio).

Mientras cu e economia di Aruba a crece y a bisa mas diversificá, gobierno y agencianan y organizacionnan priva a desaroyá pa cumpli cu e necesidadnan di comunidad. E funcion di Lago den e dia di awe ta di ser un miembro corporativo constructivo di e comunidad. E principio cu ta guia esey ta e curashamento di auto-suficiencia den e comunidad, cual, despues de todo, ta e comunidad di Lago tambe.

Community Member

(cont. from page 4)

Lago has also been sponsoring sports programs and other entertainment programs on television and in accordance with an increasing emphasis on safety, these programs carry safety related messages as does the weekly Lago sponsored traffic safety program on Tele Aruba. In this vein, the Company also continues to provide fire training for outside organizations including the government fire department.

But, perhaps, the most important contribution to the community is made by many of Lago's employees, who contribute their skills and talents in social organizations on the island (such as Falpa, YMCA, Rode Kruis and Centro di Barrio's).

As the economy of Aruba has grown and become more diversified, government and private agencies and organizations have developed to meet community needs. Lago's role today is to be a constructive corporate member of the community. The guiding principle is the encouragement of self-sufficiency within the community which is, after all, Lago's community too.



Dick Kummins of Controller's is practicing his perfect shot ...



The spirit of renovation has been permeating the Esso Club ... A new beauty parlor was recently opened under operations of Leonido Harms, a graduate of the Rotterdam Hairdresser Academy ... The Fitness Center is now in full operation with a total of 120 members since its March opening ... The lobby and bar of the bowling alley have been completely renewed with comfortable furniture and carpeting ... The reparations on the Lone Palm Softball field have been completed and the upgraded bar will soon be reopened ...

An Esso Club Profile



Cheryl de Witt of Controller's enjoys Leo's creative hairstyling ...



William Persson of Mechanical is using the 'press bench', one of the 19 pieces of equipment in the Fitness Center ...

ARUBA

Lago Oil & Transport Co., Ltd.

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In April, process operators started on a training of the newly purchased 'process simulator'. Two to four process operators have been participating in each 40 hour/one week training. On the photo, trainees Benjamin Curiel and Henry Croes are searching for the cause of a process upset while instructors Joe Yarzagaray of the Process Department and John Slivinsky of ER&E are looking on.



Simulator assists in training operators

Preface

The application of computers for process control was introduced at Lago in the late 1960's with the consolidation of multiple field controlhouses into the Refinery Control Center and Oil Movements Control Center. With time, a number of other operations type computer systems were installed in the refinery. At present, major facilities are being replaced, renovated or introduced.

The Storehouse has installed a new materials system, the Laboratory has acquired new computers, the new TDC 2000 has just been installed in the Utilities Control Center, some parts of the ROC control system will be replaced and the OMCC facilities will be improved.

To display the role that computing and automation plays in the refinery operations, we have planned a series of articles on that subject to be presented in different issues of the Esso News this year. The following article, the first in the series, deals with the "Process Operator Training Simulator", a recently installed system in the ROC designed to assist in the training of process operators.

A word of thanks goes to Mr. Glen Lungaro, a Refining Engineer in the Technical Department, who has contributed this article to the Esso News. Glen was the Project Leader in charge of the Process Simulator acquisition.

Process Operator Training Simulator

Starting in the early 1940's, and spanning a period of some 15 years, Lago hired and trained large numbers of national employees in the Lago Vocational School.

(cont on page 9)

Simulador ta yuda entrená operador

Introduccion

E uso di computer pa control di operacion di planta a wordo introduci na Lago na fin di añanan 60 cu e consolidacion di varios 'controlhouses' den e Refinery Control Center y e Oil Movements Control Center. Cu tempo, varios otro sistema di computer di operacion a wordo instalá den refinaria. Actualmente, facilidadnan grandi ta wordo reemplazá, renová of introduci. Storehouse a instalá un sistema nobo pa material, Laboratorio a haña computer nobo, e TDC 2000 nobo a wordo instalá recientemente den Utilities Control Center, algun parti di e sistema di control di ROC lo wordo reemplazá y e facilidadnan di OMCC lo wordo mehorá.

Pa muestra e papel cu computacion y automatizacion ta hunga den operacion di refinaria, nos a planea un serie di articulo ariba e topico aki cu lo wordo presentá den diferente edicion di Esso News e aña aki. E siguiente articulo, e promer di e serie, ta tocante e "Process Operator Training Simulator", un sistema cu recientemente a wordo instalá den ROC y cu ta diseña pa asistí den e entrenamiento di operadornan.

Un palabra di danki ta bai pa Sr. Glen Lungaro, un Refining Engineer den Technical Department kende a contribuí y articulo aki na Esso News. Glen tabata e Project Leader encargá cu e adquisicion di e 'process simulator'.

Simulador pa entrená 'process operators'

Cuminzando den añanan 1940 y durante un periodo di 15 aña, Lago a empleá y entrená un gran cantidad di

(cont ariba pag 11)

Reef islets harbor important tern colonies

For an island that does not enjoy much flora or fauna, it is surprising to learn that the reef islets immediately off the Lago Refinery have harbored the largest and most important tern colonies (locally known as "meeuwchi") of the entire Caribbean area in recent years. According to ornithologists, the welfare of the nesting area off the Lago plant is truly essential for the further reproduction and continued existence of these terns, especially the Cayenne tern which only has a limited distribution worldwide. This nesting area has become even more important as the breeding populations of some species have drastically declined in size in the past 15 years.

Besides the Cayenne tern, other species known to be represented in Aruba are the Roseate-, Common-, Least-, Sooty- and Bridled terns. The Cayenne Tern (*Sterna Sandvicensis Eurygnatha* in Latin) is the most numerous breeding species in Aruba. In good years, almost 3,000 pairs often nest in various subcolonies on several islets. The terns generally arrive in Aruba in mid-April as they did this year. If no serious disturbances occur, they start laying eggs in May. The females lay up to 3 eggs. After about four weeks of

incubation and five weeks of chickfeeding, all the terns and their young leave the area by early August.

Sometimes, however, the entire breed of the bird colony is destroyed by egg poachers who arrive on the island to look for the so-called "booby eggs". These poachers and other disturbers have caused a rather low breeding success of the terns in the past. As the eggs have camouflaging spots and are hidden in shallow nests scooped from the sand, even walking on those islands constitutes a danger to the welfare of the terns.

Although a law protecting these birds was established in Aruba in 1926, 1974 was the first year that law was advertised and enforced. Now, in cooperation with STINAPA-Aruba, the police enforce the prohibition of collection and destruction of the eggs of these birds. When disturbers or "booby-egg" thieves are discovered, Lago Security or the government police should be called. Violators will then be apprehended.

All lovers of nature can cooperate in the conservation of the Caribbean's most important tern colony, by not visiting those reef islets during the terns' nesting season.



Un meeuwchi chiquito saliendo for di e webo ariba e rif cerca di Seroe Colorado.

Foto: Renk Ruiter
Cortesía di STINAPA

Colonia importante di meeuwchi na rif di Lago

Pa un isla cu no tin hopi flora ni fauna, ta sorprendente pa tende cu e islanan di rif situá directamente dilanti di e refinería di Lago, den último añanan ta habitá e colonianan di mas grandi y importante di meeuwchi den henter e area Caribense. Segun ornitólogo, e bienestar di e colonia dilanti di Lago ta verdaderamente esencial pa e reproducción y existencia di e meeuwchinan aki, especialmente pa e especie Cayenne di cual tin un cantidad limitá mundialmente. E colonia aki a hasta bira mas importante ya cu e cantidad di cierto especie a baha drasticamente den e último 15 añanan.

Fuera di e especie Cayenne, e otro especie na ta comoc di ta na Aruba, ta: Meeuwchi Roseate-, Common-, Least-, Sooty- y Bridled. E meeuwchi Cayenne (*Sterna Sandvicensis Eurygnatha* na Latin) ta e especie cu mas ta reproducí na Aruba. Durante añanan bon, casi 3000 paar ta traha nan neishi den varios subcolonianan ariba diferente islanan di rif. E meeuwchinan generalmente te jega na Aruba, mescos cu e aña aki, na mitar di April. Si no tin disturbio serio nan ta cuminzá pone webo na luna di Mei. E meeuwchi muher Cayenne ta pone un webo mientras cu e muher di e otro especie nan ta pone un maximo di tres webo. Despues di mas o menos 4 siman di incubación y 5

siman di criamento di e junan tur meeuwchi y nan junan ta muda for di e area na cuminzamento di Augustus.

Tin biaha, sin embargo, henter e generacion nobo cu mester nace ta wordo destruí pa ladronnan di webo cu ta jega na e islanan pa busca e asina jamá "booby-eggs". Ladronnan y otro perturbadornan den pasado a haci e proceso di reproducción poco exitoso. Como cu e webonan ta wordo camuflá pa manchanan y ta alavez scondi den neishi no mucho hundo den e santo, hasta canamento ariba e islanan aki ta forma un peliger pa e bienestar di e meeuwchinan.

Aunque cu un ley cu ta proteha e meeuwchinan aki a wordo establec na Aruba na aña 1926, tabata te na 1974 cu pa promer biaha e ley a wordo públicá y aplicá. Awor en cooperacion cu STINAPA-Aruba, polis ta pone na vigor e prohibicion di colectá y destruí webonan di e paharonan aki. Ora cu perturbadornan y ladronnan di "booby eggs" wordo descubri, Lago Security of polis di gobiernu mester wordo avisá, pa asina e violadornan wordo reprendé. Tur amante di naturaleza por cooperá den conservación di e colonia di meeuwchi aki di mas importante den Caribe, door di no bishitá e rifnan mientras cu e meeuwchinan tey ainda.



On April 27, Lago secretaries were honored with a luncheon at the Eso Club in celebration of Secretaries Day.

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Thomas Paddrik
Section Head-IES
Technical



To recognize outstanding performance among its officers and at the same time stimulate improvement, the Industrial Security Department has initiated an "Officer of the Quarter" program. Patrolman Gregory Falconi was the first officer to be selected as the "Officer of the Quarter". His name was engraved on a plaque that is now hung in the Industrial Security headquarters. The criteria used for selecting the "Officer of the Quarter" is among others: initiative and drive, quantity as well as quality of performance and maintaining a good departmental image (uniform, posture, attitude, discipline etc.). At the end of the year, the department will select the "Officer of the Year".

N E W F A C E S . . .



Walter Bosse
Public Relations

Todd Marut
Technical



B O N B I N I !

Coal to return as energy source

One objective of the Esso News is to create more understanding of the energy related business environment and the role Exxon plays in such. In conjunction herewith, the following article has been reprinted from Exxon News, an Exxon Corporation publication

* * * * *

Earlier this century, coal was displaced by petroleum and gas as the industrial world's leading fuel. Now, however, the abundance of coal, its diversity of supply and its price advantage over oil and gas, suggests that this trend will reverse and coal will capture a significant amount of future energy growth.

The United States alone has about 250 billion tons of coal that can be economically mined with today's technology. These reserves represent about one-fourth of the world's known coal reserves and more than twice the energy in the proven oil reserves of the Middle East.

Although petroleum will remain the most important source of energy for many years to come, its growth through 1990 is projected to be only about 1 percent a year. By comparison, free world thermal coal demand during this same period is expected to increase at over 3 percent a year with more than three-quarters burned to generate electricity.

More than 90 percent coal is currently consumed in the countries in which it is mined, but this is likely to change. While the United States is forecast to continue to be self-sufficient in coal and a net exporter, Europe and the Pacific Rim countries will be increasingly dependent upon imported coal. With the demand for thermal coal projected to double by the year 2000, international thermal coal trade will grow rapidly.

One of Exxon's principle objectives is to become a significant producer of thermal coal, both in the United States and in selected other countries. Initially, the company is concentrating on securing a diversified resource base and developing economically attractive reserves, utilizing large-scale, efficient operations, which incorporate high productivity, safety and environmental awareness.

United States

Exxon's most extensive coal activities to date are centered in the United States, where its recoverable coal reserves total about nine and a half billion tons.

Exxon began acquiring domestic coal reserves in the mid-1960s. Today, Exxon has coal holdings in Wyoming, Montana, North Dakota, Texas, Arkansas, Illinois, Ohio and West Virginia. Last year, total production was 18.6 million tons, up about one-third from 1981. The combined production from Exxon's two large surface mines near Gillette, Wyoming, totaled nearly 14 million tons and two underground mines in Illinois produced almost five million tons of coal. Exxon is also involved in jointly developing another underground mine near Wayne, West Virginia.

Colombia

The Cerrejón project, which will eventually be among Exxon's largest coal operations, is located in northeastern Colombia at El Cerrejón, on the tip of La Guajira peninsula. An Exxon affiliate is the mine's operator, holding a 50 percent interest in the project in association with a corporation owned by the Colombian government.

The Cerrejón deposits, which will be mined by the open-cut method to a depth of 600 feet, contain over 1.6 billion tons of high-B.T.U., low-ash, low-sulfur coal. Production is scheduled to begin in 1986 and increase to an annual rate of about 15 million metric tons by 1989. Most of the Cerrejón coal will be exported to Europe.

Exxon will provide half of the Cerrejón investment, which in addition to the mine, will include: an airfield, a coal loading port on the Caribbean Sea to handle vessels up to 150,000 deadweight tons; and a 100-mile railroad to haul the coal to the port.

Europe

Exxon's Dutch affiliate is participating in a joint venture to construct a coal terminal in Rotterdam. The terminal is designed for use in distributing imported

(cont on page 8)



The two boilers are currently being installed at the Powerhouse No. 1 construction of the Utilities Modernization Project. This \$30 million project is proceeding on schedule and is planned to be completed by the end of this year.



Mimi Garnor di Esso Caribbean and Central America (Esso CCA) hunto cu Mark Glanz di Video at a Glanz, tabata na Lago pa algun dia pa filma tur fase di operacion di Refineria. Akinan, Nelo Emerencia di OMS&C Department ta dunando un aplicacion di e funcion di Oil Movements Control Center.

Carbon ta regresá como fuente di energia

Un di e obhetivonan di Esso News ta pa crea mas comprendemento di e ambiente di negoshi relacioná cu energia y e funcion di Exxon den tal. En coneccion cu esaki, e siguiente articulo a wordo reproducí di Exxon News, un publicacion di Exxon Corporation.

Den e añanan anterior di e siglo aki, petroleo y gas a reemplazá carbon como e combustible di mas importante den e mundo industrial. Awor, sin embargo, e abundancia di carbon, su diversidad di provision y su prijs cu ta duné ventaha ariba azeta y gas, ta indicá cu e curso aki lo cambia y cu carbon lo capturá un parti importante den aumento di energia.

Estados Unidos so tin alrededor di 250 billion ton di carbon cu por wordo explotá economicamente cu tecnologia di awendia. E reservanan aki ta representá mas o menos un-cuarto di e reservanan conoci na mundo y mas cu dos biaha e energia den e reservanan probá di azeta na Medio Oriente.

Aunque cu petroleo lo keda e fuente di energia mas importante pa hopi aña mas, su aumento te aña 1990 ta proyectá pa ta unicamente 1 por ciento pa aña. Pa comparacion, e demanda di mundo liber pa carbon termal durante e mesun periodo ta wordo sperá di aumentá cu mas di 3 por ciento pa aña di cual tres-cuarto lo wordo uzá pa product electricidad.

Mas cu 90% di tur carbon actualmente ta wordo uzá den e mesun paisnan den cual e ta wordo miná pero probablemente esaki lo cambia. Mientras cu Estados Unidos ta auto-suficiente den carbon y tambe un exportador di e producto ey, e dependencia di Europa y e paisnan di Orilla Pacifico ariba carbon importá lo aumentá. Cu e demanda pa carbon termal proyectá pa ta doblé na aña 2000, e trafico internacional di carbon termal lo crece liher.

Un di e obhetivonan principal di Exxon ta pa bira un productor significativo di carbon termal, tanto na

Estados Unidos como otro paisnan selectá. Pa cuminzá, compania ta concentrando na sigurá un base di recurso nan diversificá, utilizando operacionnan eficiente y di gran escala, cualnan ta incorporá productividad halto, seguridad y atencion pa ambiente.

Estados Unidos

E actividatnan mas extensivo di Exxon ariba tereno di carbon te na e dia di awe ta concentrá na Estados Unidos, unda e reservanan di carbon explotable ta monta na un total di nuebe y mei billion ton.

Exxon a cuminzá obtené reservanan domestico di carbon na mitar di añanan 60. Awendia Exxon tin tenenecianan di carbon na Wyoming, Montana, North Dakota, Texas, Arkansas, Illinois, Ohio y West Virginia. Aña pasá e produccion total tabata 18.6 million ton, un aumento di un-tercera parti di e produccion di 1981. E produccion combiná di Exxon su dos minanan grandi cu ta na superficie cerca di Gillette, Wyoming a suma casi 14 million ton y dos mina subterráneo na Illinois a producí casi 5 million ton di carbon. Exxon tambe ta envolví den un desaroyo colectivo di un otro mina subterráneo cerca di Wayne, West Virginia.

Colombia

E proyecto Cerrejón, cual eventualmente lo ta un di Exxon su operacionnan di carbon mas grandi, ta localizá na parti noreste di Colombia na El Cerrejón, na e punta di e península La Guajira. Un afiliado di Exxon cu un tenencia di 50 por ciento di interés ta operá e mina conhuntamente cu un compania cual ta propiedad di gobierno Colombiano.

E deposito na Cerrejón, cual lo wordo explotá cu e asina jamá "open-cut method" te na 600 pia di profundidad ta contené mas cu 1.6 billion ton di carbon cu B.T.U. halto, poco shinishi y poco azufre. Produccion ta plané pa cuminzá na 1986 y lo aumentá cu un proporción anual di 15 million ton metrico pa aña na 1989. Mayo-

(cont. ariba pag 12)

Safety Spot

Technical Department Manager Robert Levy, Operations Support Division Superintendent Raymond Bailey and Supply & Commercial Division Superintendent George Campbell, accompanied by the project's construction manager Luis Anjie, were inspecting the construction activities at the Utilities Modernization Project. Under the newly established "Management Safety Visit Program", different members of management are scheduled to make regular field visits to conduct safety inspection. Although the worksites initially inspected by management were those with a high level of work activity, they will eventually cover all areas of the refinery.



MILESTONE

On May 5th, the Lago Refinery completed one year, for 3.2 million manhours without an on-the-job lost time accident. Congratulations to all employees!

Lago adopts new safety policy statement

On March 29, 1983, the Lago Central Safety Committee adopted a new "Statement of Policy Regarding Safety" to be enforced and implemented by Lago Oil & Transport Co., Ltd. Same statement was also adopted by Esso Inter-America, Esso Caribbean and Central America Headquarters and other CCA operating affiliates.

STATEMENT OF POLICY REGARDING SAFETY

It is the policy of Lago Oil & Transport Co., Ltd. to provide its employees with a safe work environment, in full compliance with legal requirements.

In furtherance of this policy, the Company will:

- Emphasize safety as a management responsibility at every level of the organization.
- Develop and implement safety programs and safety training appropriate to its operations, encouraging employees involvement in this process and commitment to the programs' objectives.
- Design facilities and plan operations to minimize hazards to safety, and conduct operations in a responsible manner in the interest of personnel safety and the protection of physical assets.
- Continue to identify potential hazards to safety in the workplace, and determine and implement the appropriate means of remedying these hazards.
- Communicate with employees concerning their responsibility for working safely to protect themselves and others from injury and to protect physical assets from damage.

Seguridad

Desde cu e velocidad permiti den Refineria di Lago o ser reduci na inicio di Mei, Industrial Security Department di Lago o aumentá su control di tráfico. Lago Central Safety Committee a aprobá e reduccion den velocidad permiti en vista di e porcentaje halto di accidente di tráfico oriba concesion di Lago. Aunor e velocidad permiti pa tráfico regular ta 30 km pa ora y pa vehiculo di trobaso pisd, 20 km pa ora.

Foto: Jose del R. Nova ta tumando contacto cu un otro agente pa nan check e velocidad di un outo.



LOGRO

Dia 29 di Mei, Refineria di Lago a completá un anja, of 2.5 ora obreril sin un accidente (accidente) na trabow. Pabien na tur empleado!

Poliza nobo di seguridad ta ser adoptá na Lago

Dia 29 di Maart, 1983, Lago Central Safety Committee (Comité Central di Seguridad na Lago) a adoptá un "Declaracion di Poliza Relacioná cu Seguridad" nobo pa wordo poni na vigor y implementá na Lago Oil & Transport Co., Ltd. E mesun declaracion tambe a wordo adoptá pa Esso Inter America, Esso Caribbean and Central America Headquarters y otro afiliadonan operador di CCA.

Declaracion di Poliza Relacioná cu Seguridad

Ta e poliza di Lago Oil & Transport Co., Ltd., pa suministrar su empleadonan cu un ambiente di trabow sigur, cumpliendo completamente cu requisitonan legal.

Apoyando e poliza aki Compania lo:

- * Enfatizá seguridad como un responsabilidad di maneho na tur nivel di e organizacion.
- * Desaroyá y implementá programanan y instruccion di seguridad apropiá pa su operacionnan, estimulando envolvimiento di empleadonan den e proceso aki y dedicacion na e obhetivonan di e programa.
- * Diseña facilidadnan y planea operacionnan pa haci peligranon di seguridad menos posible y conduci operacionnan na un manera responsable na interes di seguridad di personal y pa proteccion di equipo y material.
- * Sigi identificá peligranon potencial pa seguridad na e lugar di trabow y determiná y implementá e medionan apropiá pa remediá e peligranon aki.
- * Comunicá cu empleadonan tocante nan responsabilidad pa traha sigur pa asina protehá nan mes y otronan di herida y pa protehá equipo contra daño.

Volunteer fire fighters complete training in foam fire fighting

In April, the members of Lago's Volunteer Fire Brigade for the first time participated in an advanced course in fighting fires with foam. The training, which was conducted at the Fire Training Center, was also attended by several officers of the Government Fire Brigade.

The program consisted of a total of 24 hours of lecture and field practice and was instructed by Messrs. John Sine and Fred Linde of the National Foam Systems Inc., of Lionville, Pennsylvania. The fire fighters were introduced to the background of foam, its uses, limitations, and its application techniques under fire conditions. The type of foam used is a bubbly substance especially designed to combat Class "B" fires, that is, fire caused by flammable liquids such as kerosene, gasoline, diesel fuel and crude oil. The frothy substance covers and extinguishes fires by excluding air from the burning surface. (Class "A" fires involve wood, cloth, paper, etc. and are extinguished with water or a special type of high expansion foam).

Although this was the first time the Volunteer fire fighters were given a training in advanced "foam" fire fighting, Messrs. Chin Harms and Wim Brinkman of Lago's Industrial Security Department had attended that same course a few years back at Texas A&M University. The National Foam School, a subdivision of National Foam Systems, conducts this course annually at that University where over 100 individuals attend from all over the world, especially from the oil industry.

With this additional training, Lago's Volunteer fire fighters will be better equipped to secure the Refinery against hazardous fires.



Above: The Volunteer fire fighters are practicing foam fire fighting during their three-day training. The foam is hardly visible here as water is used on both sides of the foam operator to protect him from the heat.



Above and beside: Fred Linde and John Sine of National Foam are checking the pump capacity of a fire truck.



The Coal come-back . . . (cont from pag 4)

coals, including Cerrejón coal, to Dutch and other European customers. This investment is supportive of the Netherlands' efforts to lessen its dependence on oil and to conserve domestic natural gas supplies for more productive purposes.

Canada

An affiliate of Imperial Oil Limited - a Canadian company in which Exxon has a 70 percent interest - owns Byron Creek Collieries which operates Coal Mountain - literally a mountain of coal thrusting well above ground level in southeastern British Columbia. Plans are currently being developed to double the mine's production from the present one million metric tons of coal a year.

In addition to this operating mine, the affiliate has extensive undeveloped coal holdings in western Canada.

Australia

In New South Wales, Exxon has a 49 percent interest in the Gloucester coal project which has reserves suitable

for mining three million metric tons a year. The company is funding a \$ 2 million exploration program at Gloucester to find additional reserves outside the known mineable areas.

Exxon also has a 25 percent in the Hail Creek coal project in Queensland and is conducting an exploration program in the State of Victoria.

* * * * *

Exxon is determined to carry out its coal activities in a sound and responsible manner. In addition to miner safety, the company is committed to safeguarding the physical environment, to protecting and restoring affected areas and to working with local communities to help mitigate the social and economic impacts of its activities.

Exxon's worldwide coal profits are modest, but growing: \$ 25 million (estimated) in 1982 up from \$ 13 million in 1981. The company believes demand for coal will continue to grow through the rest of the century. Thus, coal is viewed as an attractive, growing business for Exxon.

Process simulator . . . (cont. from pag 1)

With the first wave of graduates approaching retirement age, Lago has been hiring more and more younger workers, resulting in a steadily declining average experience level.



"The actual simulation occurs in this simulator computer right here," said Glen Lungaro.

Recognizing this trend Lago Management several years ago embarked on a program to prepare for the influx of new personnel. A major part of this program is the increased emphasis placed on all forms of training. The Process Department, directly affected by this rising burden of training, searched for more efficient alternatives to the traditional and time-consuming methods of class room sessions followed by a prolonged period of apprenticeship.

The most promising alternative proved to be a process simulator, which is a system designed to assist in the training of process operators.

Process Simulator

This process simulator, driven by computer-based portions, attempts to duplicate the operator interface portion of a real process using authentic instrumentation.

The programmed models in the computer generate instrument signals that are very similar to those of a real process unit (e.g. furnace, or a light-ends tower). The trainee sits before a standard console and reacts to the signals by making changes (set point adjustments, pump starts and stops, etc.) and by observing the results in the form of altered levels, temperatures, flow rates, and pressures. The effect is much the same as that of an aircraft pilot sitting in a flight simulator.

Benefits

An obvious advantage of the simulator is the reduced training time for operators and new engineers. Other benefits are increased efficiency and better response to unit upsets, which in turn provide for safer operations. In addition the trainee will be exposed to real situations in a simulated form and thereby develop confidence in handling similar operating conditions on an operating unit.

Efficiency

A simulator allows the trainee to directly practice and exercise the skills learned from conventional methods. It allows that a simulator not only reduces the training period, but enhances the quality of that training. The new operators' increased effectiveness allows a closer approach to targets and constraints.

It is often not clear to the new operator exactly how, for example, furnace efficiency depends on interactions among blower pressure, draft pressure, stack damper, burner configuration, and duty. A simulator-trained operator benefits from practice on an ideal furnace, with predictable responses. He directly observes the results of his manipulations, and more thoroughly understands how and why real furnaces deviate from the ideal.

Unit Upsets

The record shows that most unit upsets are caused by equipment failure and feed contamination. Because it duplicates the response of a live process, the simulator provides a practical way to learn through practice how to deal with and recover from process upsets. The operator who has experienced many upsets will recognize the symptoms earlier and take quicker action to dampen the effects.

Because of common methods and ease of cross-training, a simulator-trained operator team is more likely to prevent upsets from seriously affecting downstream units.

The number of minor upsets resulting in product downgrades, slop production, or reduced feed rates should consequently be reduced.

Conclusion

The simulator, while making the teaching process more effective, does not take the learning process any easier. It does not eliminate the need for classroom or on-the-job training. However, it does provide a teaching process which allows the process operator to reach the desired level of functional effectiveness in a much shorter time.



Recently, Lago again conducted a career orientation program for this graduating class of Colegio Arubano students.

ALERT celebrates fifth anniversary

Last month, the Lago Emergency Rescue Team ALERT celebrated its fifth anniversary with an award presentation to its 11 members. "The rescue team has demonstrated its value during the past five years by responding to some real life emergencies," said Bernard Kalis, captain of the team. To keep team members prepared for life saving operations, they yearly receive intensive training in first aid techniques, fire fighting, light and heavy rescue operation and the SCBA. They also conduct full day training sessions once a month in the refinery where real life emergency situations are simulated. The rescue team uses specialized rescue equipment, including rigging equipment to rescue from high structures, and a rescue equipment truck to transport victims if an ambulance is not available. ALERT members would also assist fire fighters during a fire emergency if rescue assistance is not required.

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Due to production difficulties, the May and June issues of the Esso News have been combined into one 12-page issue.



ALERT members from left to right: A. M. Mirjah; J. E. Ruiz; M. A. Polland; B. A. Kalis (captain); W. A. Cannegieter; P. de Souza. Missing are: G. W. E. Dirksz (lieutenant); F. F. Croes; H. W. Peters; C. Kwidama and E. Dowling.



Un regalo di reconocimiento a ser duná na Jacobo Maduro y Emilio de Cuba, kendenan a completá 15 año como miembro di e Brigada Voluntario di Lago. Di robex pa drechi, Jacobo; Bill Crenshaw, Industrial Security Administrator; Emilio; y Chin Harms, Fire Chief.

Bomberos voluntario a sigi curso avanza

Na April, e miembronan di e Brigada di Bomberos Voluntario di Lago pa promer biaha a participa den un curso avanza den pagamento di candela cu 'foam'. E entrenamiento, cual a ser teni na e Fire Training Center, tambe tabatin participacion di varios oficial di e Cuerpo di Bomberos di gobierno.

E programa a consisti di un total di 24 ora di lectura y practica y a wordo instrui pa Srs. John Sine y Fred Linde di National Foam Systems Inc., di Lionville, Pennsylvania, E.U. E bomberonan a haña informacion tocante e historia di 'foam', su uzonan, limitacionnan y e modonan di aplicacion durante candela. E tipo di 'foam' cu ta ser uzá ta un substancia espumante especialmente diseña pa combati candelanan di Clase "B", esta candela causá pa liquidonan cu ta kima, manera kerosin, gasolin, azeta di diesel y azeta crudo. E substancia yen di scuma ta tapa y paga candela door di corta oxigeno for di e superficie cu ta kimando. (Can-

delaan di Clase "A" ta envolvé palo, paña, papel, etc. y por wordo pagá cu awa of un tipo especial di 'foam' di expansion haltu).

Aunque cu esaki tabata e promer biaha cu e bomberonan voluntario a haña un entrenamiento avanza den pagamento di candela cu 'foam', Srs. Chin Harms y Wim Brinkman di Industrial Security Department di Lago a atendé e mesun curso un poco año pasá na Texas A&M University. E National Foam School, un subdivision di National Foam Systems, ta conduct e curso aki tur año na e universidad ei, unda mas cu 100 hende di tur parti di mundo ta atendé, especialmente di e industria petrolero.

Cu e entrenamiento adicional aki, e Brigada di Bomberos Voluntario di Lago lo ta mihor equipa pa sigi y refineria contra candelanan peligroso.



13 operador di diferente division di Process Department a participá den e Process Training Program recientemente. E programa a consisti di 5 siman y mei di instruccion den klas y algun siman di entrenamiento den planta. Instruccion a ser duná pa personal di departamentonan Technical, Process, y Mechanical. Safety Section tambe a duna instruccion cu e ayudo di modulonan STIP (Skills Training Improvement Program). Fotonan ariba: Oslin Boekhoudt di Technical ta dunando informacion ariba e tópico "Temperature and Heat".

Simulador . . .

(cont di pag 1)

empleadonan local na Lago Vocational School. Cu e promer olanan di graduadonan jegando e edad di pension, Lago a empleá mas y mas trahador hoben, resultando den un declinacion constante di e nivel di experiencia.

Mirando e tendencia aki, gerencia di Lago varios aña pasá a embarcá ariba un programa pa prepará pa e influho di empleadonan nobo. Un parti principal di e programa aki ta e enfasis creciente cu ta ser poní ariba tur forma di entrenamiento. Process Department, directament a afectá pa e carga di entrenamiento a busca alternativanan mas eficiente pa e metodonan tradicional di enseñanza den klas sigi pa un periodo prolongá di práctica.

E alternativa mas prometedor a keda comprobá di ta e 'process simulator', cual ta un sistema diseñá pa asisti na e entrenamiento di operadorman.

'Process Simulator'

E 'process simulator', stimulá pa modelonan di computer, ta intentá di duplicá e parti cu ta toca e operador den un proceso real uzando instrumentonan autentico.

E modelonan programá den e computer ta geréntia señalnan di instrumentonan cu ta casi igual na esunnan cu ta wordo uzá den e proceso verdadero (por ehemplo, e forno of e 'light ends tower'). E practicante ta sinta dilanti un consola típico y ta reaccioná ariba e señalnan, haciendo cambianan ('point adjustments', 'pump starts', y 'pump stops') y observando e resultadonan den forma di nivelnan alterá, temperatura, 'flow rates', y presión. E efecto ta mescos cu esun di un piloto di avion sintá den un simulador di vuelo.

Beneficio

Un beneficio obvio di e simulador ta cu e ta reduci e duracion di entrenamiento di operador y ingenieronan nobo. Otro ventahanan ta e aumento di eficiencia y un mihor reaccion ariba trastornonan di e planta, cual na su turno ta resultá den operacion cu menos peligro. Adicionalmente e practicante lo wordo confrontá cu e situacion autentico na forma simulá y cu esei ta desaroyá confianza den trata cu situacionnan similar di operacion ariba planta.

Eficiencia

E simulador ta permiti e estudiante pa prácticá directamente y ehercé su abilidadnan cual ela síña pa metodonan convencional. Ta resultá cu e simulador no solamente ta reduci e duracion di entrenamiento, pero tambe ta mehorá e calidad di dje. E aumento den eficiencia di e operadorman nobo ta permiti un mihor acercamiento di e meta y restriccioannan.

Hopi biha no ta comprensible pa e operador nobo ta exactamente con, por ehemplo, e eficiencia di un forno ta dependé ariba e interaccionnan entre 'blower pressure', 'draft pressure', 'stack damper', 'burner configuration' y 'duty'.

Un operador entrená pa e simulador ta beneficiá di e práctica ariba un forno perfecto cu respuestanan pronosticá. E ta observá di biha e resultadonan di su manipulacionnan y ta comprendé mihor con y pakiko un forno real ta desví di un forno ideal.

Fayonan di Unidad

Record ta muestra cu e fayonan di majoria di unidad ta wordo causá pa fayó di equipo y contaminacion. Como cu e ta duplicá e respuesta di un proceso real e simulador ta ofrecé un manera practico pa síña door di prácticá ta con ta manehá y recuperá di un fayó di unidad. E operador cu a experienciá hopi fayó lo reconocé e simptonanan mas tempran y lo por actua mas liher pa reduci e efectonan. Pa motibo di metodonan comun y e facilidad di 'cross training', un team di operador entrená pa e simulador lo ta mas capable di prevent un fayó di afectá e otro unidadnan 'downstream' seriamente.

E cantidad di fayonan chiquito cu ta resultá den producto di menos calidad, produccion cu dramamento, of reduccion di e 'feed rate' consecuentemente mester wordo reduci.

Conclusion

Mientras cu e simulador ta haci e proceso di entrenamiento mas efectivo e no ta haci e proceso di síñamento mas facil. E no ta eliminá e necesidad pa entrenamiento den klas of na trabao. Sin embargo e ta ofrece un proceso di entrenamiento cu ta permiti e operadorman di yega na e nivel di eficiencia funcional deseá, den un tempo mas corto.



Na Mei, e Torneo di Softball Interdepartamental di Lago a ser iniciá cu un wago entre Mechanical Tractors y Mechanical Manitowoc na Lone Palm Stadium. Ariba fotonan por wak algun di e teamnan cu ta participando den e torneo.



Foto abao: Den e torneo di futbol entre teamnan di Lago y Gobierno, e team di OM&S oki a sali subcampeon. POVA a sali campeon di e torneo.



Regreso di carbon . . . (cont di pag 5)

ria parti di e carbon di Cerrejón lo wordo exportá pa Europa.

Exxon lo suministrá mitar di e inversion den Cerrejón, cu fuera di e mina tambe lo inclui: un pista di aterrizaje pa avion; un waf pa carga carbon, situá na laman di Caribe, cu mester por trata barco di peso ta cu 150.000 ton; y un trein cu lo hiba e carbon pa e waf.

Europa

Exxon su afiliado Hulandes ta participando den un empresa conhunto pa construí un terminal pa carbon na Rotterdam. E terminal ta diseñá pa distribuí carbon importá, incluyendo carbon di Cerrejón, pa clientenan Hulandes y otro clientenan Europeo. E inversion aki ta un apoyo pa e esfuerzonan di Hulanda pa reduci nan dependencia ariba petroleo y pa conservá e reservanan di gas natural pa obhetivonan mas productivo.

Canada

Un afiliado di Imperial Oil Limited - un compania Canades den cual Exxon tin un interes di 70% - ta doño di Byron Creek Collieries kende ta manehá Coal Mountain - literalmente un montaña di carbon cu ta sali ariba tera den parti sureste di British Columbia. Plan ta wordo desaroyá pa doblar e produccion di 1 million ton metrico di carbon pa aña.

Fuera di e mina aki, e afiliado ta doño di tenenianan grandi di carbon no-explotá den parti oeste di Canada.

Australia

Na New South Wales Exxon tin 49% di interes den un proyecto di carbon na Gloucester. cual proyecto tin reservanan cu lo por produci 3 million ton metrico pa aña. E compania ta subsidiá un programa pa exploracion di 2 million dollar na Gloucester pa asina busca reservanan adicional pafor di e area conteniendo carbon.

Exxon tambe tin 25% di interes den e proyecto di carbon na Hail Greek, Queensland y ta conduciendo un programa di exploracion den e estado Victoria.

* * * * *

Exxon ta determiná pa checutá su actividadnan ariba tereno di carbon na un manera sano y responsable. Fuera di seguridad den explotacion di minanan, compania ta determiná pa cuida e ambiente fisico, protehá y restorá areanan afectá y trahá cu comunidnan local pa juda aliviá e impacto social y economico di su actividadnan.

Exxon su ganashi mundialmente riba tereno di carbon ta modesto, pero creciendo: 25 million dollar na 1982, mientras cu e tabata 13 million dollar na 1981. E compania ta kere cu e demanda pa carbon lo sigi aumentá pa resto di siglo. Pesé carbon ta wordo mirá como un negoshi atractivo y creciente pa Exxon.

PROBE, vital for Lago's competitiveness

"PROBE!" It sounds mysterious, even threatening, doesn't it? What is it really?

PROBE actually stands for PROFit BETterment. It is a specific effort that Lago implemented last May with the purpose of looking for ways of improving the near term profitability of our refining operation. Although the name "PROBE" may sound new to most Lago employees, it is really only a new twist to an ongoing program to improve our organization that has been receiving emphasis over the past few years. Programs such as Encon, Oil Loss Reduction, Encon Operations Improvement, Safety Improvement, Organization Improvement, and now PROBE, are indications of Lago Management's and employees' commitment to ensure the viability of Lago as an organization in the future as well as in the present.

As each of those programs has focused on one or another specific aspect of operations, PROBE is looking into improvements which may be possible in the overall refining process with little or no investment. Jan Sarsten, ER&E Co., head of the PROBE team, explained how. "The PROBE team is composed of engineers and operating supervisors from Lago and ER&E Co. with skills in planning, process engineering, design, systems, operations, OM&S, and utilities. Because the team has all these different skills, the current situation can be reviewed in a multi-faceted way. The approach is only possible by the active involvement of Lago people experienced in the particular processes and equipment in place here. By combining individual knowledge, the team is able to consider alternatives to current practices that cut across more than one discipline or unit. The

(cont. on page 2)

ARUBA



Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

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PROBE, vital pa Lago su competencia

"E manera aki di acerca, ta posibel solamente si envolví activamente hendenan di Lago cu tin experiencia cu e procesonan y equiponan cu tin aki," Jan Sarsten, jefe di e grupo PROBE di ER&E, a bisa.

"PROBE!" E ta zona misterioso, hasta manera un amenaza, no ta asina? Kiko e ta verdaderamente?

PROBE ta nificá "PROfit BETterment" (mehora ganashi). E ta un estudio específico cu Lago a implementá na Mei último cu e intencion di busca mantenian pa mehorá e ganancia inmediato di nos operacion di refinacion. Aunke e nombre PROBE por zona nobo pa mayoría di Lago su empleadonan, e ta solamente un forma nobo di un programa cu tabata tumando lugar caba y cu a haña enfasis durante e último añanan, pa mehora nos organizacion. Programanan manera Encon, Oil Loss Reduction, Encon Operations Improvement, Safety Improvement, Organization Improvement, y awor PROBE, ta indicacionnan cu gerencia y empleadonan di Lago ta comprometé nan mes pa segura e existencia di Lago como un compania, tanto den futuro como den presente.

Mientras cu cada un di e programanan a concentrá ariba un of otro aspecto específico di operacion, PROBE ta analizando mehoracionnan cu por ta posibel den proceso di refinacion en general cu poco of sin inversion. Jan Sarsten, ER&E Co., jefe di e grupo PROBE, a



aplica con. "E PROBE team ta consisti di ingenieronan y "operating supervisors" di Lago y di ER&E Co. cu conocimiento di planamento, ingenieria di proces, diseño, sistemanan, operacion, OM&S y "utilities". Pasobra e grupo tin tur e diferente habilidadnan aki, e situacion actual por wordo repasá di un manera multifase. E manera aki di acerca ta posibel solamente si envolví activamente hendenan di Lago cu tin experiencia cu e procesonan y equiponan cu tin aki. Dooi di combiná conocimiento individual, e grupo por considerá alternativanan pa prácticanan actual, cu ta envolvé mas cu un disciplina of unidad. E alternativa cu tres e mho mehoracion pa e prácticanan actual, ta wordo recomendá pa e grupo."

(cont. ariba pag 2)

ARUBA

Lago Oil & Transport Co., Ltd.
Aruba, Netherlands Antilles

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Workshops conducted on MPT's salary system



During the month of June, workshops on "Pay and Performance for National MPT's" were held at the Training Center for Second Line Supervisors and some Division Superintendents. This workshop was organized to provide a better explanation of the salary system for national MPT's. It included information on "performance appraisal", which provides the individual basis for compensation decisions, and on "ranking process and procedure", which links appraisal with compensation. It is the intention to hold this workshop for all national MPT's later in the year. The workshop was conducted by Eddy Thode, Bill Brenneman and Francisco Kock of the Employee Relations Department.



PROBE ...

(cont. from page 1)

alternative which offers the biggest improvement to current practice is then recommended by the team."

In searching for ways to improve profit, the team is concentrating on two major objectives. One is to improve the yield of higher realization products. "Lago has the know-how to make good, clean, valuable products from heavy crude at a low cost," said Vern Meikle, Assistant Technical Manager at Lago and coordinator of the PROBE team. "Through PROBE," he continued, "Lago wants to find ways of exploiting those strengths, by increasing the yield of those products that are in high demand."

The other objective is to streamline operations. "This can be accomplished by combining processing and/or by making use of idle equipment that is available from previously shutdown units," said Mr. Sarsten. "In other words," added Mr. Meikle, "we would like to make better use of the expertise and equipment we already have." Equipment, for example heat exchangers, furnaces or distillation towers which are surplus in one location may be able to be put to advantageous use if relocated.

Lago is putting the emphasis on low cost opportunities that can be implemented within the 1983-84 time frame. After the team members had visited the units and interviewed knowledgeable people of the Process and Technical Departments in the first five weeks of the study, a list of ideas and opportunities which might have that kind of profit improvement potential was

developed. As part of the second stage of the study, which will also last for five weeks, the team is looking into those ideas in detail to substantiate them and to see who/which are in fact worthy of recommendation to Lago Management.

"Refineries that have conducted similar "PROBE" surveys have been enthusiastic about the results," commented Mr. Sarsten. ER&E has assisted many refineries in this type of study, for example the Sarnia, Dartmouth and loco refineries in Canada and almost every refinery in Europe. Although the commitment to "PROBE" is Lago's, ER&E is providing assistance in the way of transfer of technology through the experience they have gathered by participating in other PROBE type studies.

Lago PROBE team members who are participating full-time or heavily in the study in addition to V. Meikle, are: O. Koeiman; C. Emerencia, C.J. Maduro; Joaquin Croes; J. Cursel; M. Leo; D. Schmidt; D. Madden and R. Wever. The ER&E members of the team in addition to Jan Sausten, are: D. Schiappa; L. Nemes; R. Church and D. Alexion.

One may wonder why Lago is putting special emphasis on "Profit Betterment" now. Hasn't it always received emphasis? Of course it has, but in an era when refineries are running at rates below capacity, and when the demand for oil products is falling, "Profit Betterment" or "PROBE" has become vital in ensuring the viability and competitiveness of any company in the oil industry. And that includes Lago!



Although writing is not one of his hobbies, Dr. Larry Crook of Lago's Medical Center has contributed with an article on "Diabetes" for the Esso News. Beside medicine, Dr. Crook's interests are in hiking, camping, photography and music.

Diabetes, a common but deadly condition

Foreword

Diabetes is a common condition. It is also a deadly one if it is not taken care of properly. Diabetes along with glaucoma and hypertension are the three most frequent conditions found among adults in Aruba and subsequently among Lago employees. More than 10% of Lago employees have diabetes.

In the following article, information is given on the types of diabetes, its effects and treatment. A special thanks goes to Dr. Larry Crook of Lago's Medical Center who has contributed the article to the Esso News.

What is Diabetes?

Most people know that sugar plays a big part in the disease called diabetes, but beyond this there may be a certain amount of uncertainty and confusion. This article will explain what diabetes is, and its relationship to sugar.

The human body uses sugar in the blood as its major source of fuel. This sugar, or glucose, is obtained from many sources, one of the most important being the carbohydrate group of foods, which includes the starches and sugars.

The pancreas, a small gland behind the stomach, makes a chemical called insulin that is pumped into the bloodstream. There it acts to lower the blood sugar by allowing glucose to leave the blood and enter the cells, where it is used as fuel. Diabetes is a condition where there is too much glucose in the blood.

There are two main types of diabetes, the one very different from the other.

Type I and II

In Type I diabetes, also known as juvenile onset, or classical, diabetes, the pancreas does not make enough insulin, which causes a high blood glucose level. The typical person with Type I diabetes is young, thin, and must take insulin shots every day. If insulin shots are not taken, a type of unconsciousness called diabetic coma, or even death, may result.

Most of those with diabetes in Aruba have Type II diabetes, also known as adult onset diabetes. In this type, the pancreas does make a normal amount of insulin. However, because these persons tend to be overweight, the insulin is taken up by the fat cells, not leaving enough for the other cells to allow the glucose to leave the bloodstream. The blood sugar level then remains high. The typical person with Type II diabetes is 40 years or over and is overweight. As the amount of insulin the

pancreas produces is not the problem in this type of diabetes, insulin shots are usually not needed.

In both types of diabetes the blood sugar level is too high. When the level of glucose in the blood reaches twice the normal level it starts to spill over into the urine. This forces the kidneys to make large amounts of extra urine than normal, both during the day and at night. He/she also feels more thirst than normal and drinks large amounts of water.

Diabetes is diagnosed by measuring the level of glucose in the blood, sometimes after having the person drink a known amount of sugar in water. The simple presence of glucose in the urine does not necessarily mean that a person has diabetes, since there are other conditions that can cause sugar to be found in the urine.

Complications

Both types of diabetes cause many complications. The high level of glucose in the blood makes a diabetic more likely to get infections, especially bladder and skin infections, such as boils. Atherosclerosis, or hardening of the arteries, is much more frequent and severe in diabetics, and leads to heart attacks, strokes, and death of the tissues of the legs and feet, called gangrene. Kidney failure and blindness are other major problems.

Diabetes also damages the nerves, leading to pain or numbness, especially in the feet. In addition, Type I diabetics who do not take their insulin properly can go into coma, which can lead to death if not treated immediately.

Treatment for Diabetes

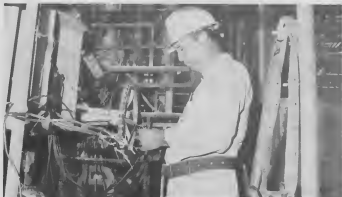
The main treatment for Type I diabetes is insulin, and a diet that balances the person's need for calories with the amount of insulin taken.

In contrast, the treatment for Type II diabetes depends mostly on the diabetics themselves: losing weight. If these people decrease their weight to normal, the diabetes will definitely improve, or may even disappear. But most of these people find it difficult to lose weight, so a combination of diet and pills is commonly used. However, doctors are unable to agree among themselves whether these diabetes pills are really helpful in the treatment of Type II diabetes.

At this time there is no real "cure" for either type of diabetes, but diabetes can be controlled allowing diabetics to lead normal lives. The key phrase is "good control", which is achieved by understanding the disease, following a prescribed diet, taking the correct medication, and working close with the doctor.

Team approach successful in V3AR T/A

"The team approach we've incorporated in the V3AR turnaround has made everything better," commented John Hodgson, the V3AR Turnaround Manager. The turnaround was indeed completed within budget and in a record time of 61 days. In addition 15% fewer manhours than originally estimated were spent.



Pedro Geerman of Mechanical Instruments, working on instrument wires during the turnaround.

fractionation, the internals of the vacuum tower had to undergo extensive modifications. That was the "critical path work", the work that determined the duration of the turnaround. "In addition to the tower modifications," commented Luis Anje, who is in charge of Major Projects Construction, "maintenance work

The "team approach" was implemented from the beginning. The aggressive forward planning of the turnaround, which was completed in a record time of two months, involved all the different teams and departments that were to have a part in the turnaround: supervisors, coordinators, engineers, upper level management and contractors. The planning also brought about many positive changes. For instance, in contrast with past experience, a turnaround manager was named to run the complete turnaround. This contributed to greater efficiency during the turnaround as "key decisions could be made without delay and executive management could have a closer control on all phases of the turnaround," said John.

Other benefits that resulted from the planning were the "shared" office trailer and the more effective meetings. The office trailer located at the site of the turnaround accommodated both Process permit coordinators and Mechanical coordinators. This contributed to better communications and teamwork. Meetings with the turnaround manager and the planners were held with each supervisor/coordinator/contractor working in the same area, instead of meeting with representatives of all areas simultaneously, as was the case in former turnarounds. During these meetings problems were discussed, improvements suggested and activities coordinated. The supervisors themselves commented on their satisfaction with the improvements in teamwork and communications. "I can keep on top of my job," said Ildo Donata, supervisor in charge of steam generation. Errol Brown, one of the maintenance coordinators, said, "everybody knows what's going on." The supervisors felt they were able to do more qualitative work as the contractors' employees under their supervision were also more efficient in performing their jobs.

"As 80% of the maintenance work was carried out on a lump sum basis," commented John, "the productivity of the contractor employees also increased."

Major Project Work, Minor Projects and Maintenance Work

As part of an important project to permit better

such as tray cleaning was also added to the lump-sum contract to permit a more efficient supervision and coordination of the total work in the towers. The major project work took about 42 000 manhours, out of the total 85,000 to complete. The good preplanning done on the major project work, mainly by Luis Anje and his team, accounted for the shorter than priorly estimated

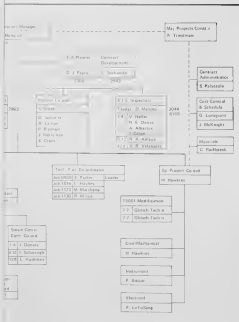
(cont. on page 5)

The improvements in planning and execution of activities resulted in a successful turnaround. The turnaround organization, that can be seen here, is one of the many examples of good planning incorporated in the V3AR turnaround.





E parti principal di e V3AR vacuum tower ta wordo prepará pa servicio.



Exito di T/A V3AR: trabow den grupo

"E tecnica di trabow den team cu nos a incorporá den e turnaround di V3AR a haci tur cos mihor," John Hodgson, e V3AR Turnaround Manager a comentá. E turnaround di berdad a wordo completa segun presupuesto y den un tempo record di 61 dia. Adicionalmente, 15% menos ora obreril cu originalmente a ser estimá a ser gastá.

E tecnica di trabow den team a ser implementá desde comienzo. E planeamento adelantá agresivo di e turnaround, cual a ser completá den un tempo record di dos luna, a envolvi tur e diferente team y departamentonan cu lo tabatin un parti den e turnaround: supervisornan, coordinadornan, ingenieronan, gerencia checutivo y contratistanan. E planeamento tambe a trece cune hopi cambianan positivo. Por ehempel, contrario na e experiencia den pasado, un turnaround manager a wordo nombrá pa mancha e turnaround completo. Esaki a contribui na mihor eficiencia durante e turnaround como cu "decisionnan clave por a ser haci sin tardanza y gerencia checutivo por tabatin un mihor control ariba tur fase di e turnaround," John a bisa.

Otro beneficiacion cu a resultá di e planeamento tabata e oficina di trailer cu a wordo compartí y e reunionnan cu tabata mas efectivo. E trailer cu tabata localizá na esito di turnaround tabata acomodá e "permit coordinador"nan di Process y coordinadornan di Mechanical. Esaki a contribui na mihor comunicacion y trabow di team. Reunionnan cu e turnaround manager y e planeadornan a ser tení cu tur supervisor/coordinador/contratista trahando den e mesun area, en vez di reuní cu representantenan di tur e areanan na e mesun ora, mancha tabata e caso den e turnaroundnan anterior. Durante e reunionnan aki, problemanan a ser discutí, mehoracionnan a ser sugeri y actividadnan a ser coordiná. E supervisornan mes a comentá ariba nan satisfaccion cu e mehoracionnan den trabow di team y comunicacion. "Mi tin control ariba mi trabow," Ildo Donata, supervisor encargá cu "steam generation", a bisa. Errol Brown, un di e coordinadornan di mantenencia, a bisa, "tur hende sa local ta pasando." E supervisornan a sinti cu nan por a hasi mas trabow di calidad como cu e empleadonan di contratista bao di nan supervision tambe tabata mas eficiente den nan trabow. "Como cu 80% di e trabow di mantenencia a ser haci ariba un "lumpsum basis", John a comentá, "e productividad di e empleadonan di contratista tambe a aumentá.

Trabow di Proyecto Principal, Projectonnan Menos Importante y Trabow di Mantenencia

Como parti di un proyecto importante pa permiti mihor fraccionacion, e paden di e "vacuum tower" mester a wordo modificá extensivamente. Esey tabata e "critical path work", e trabow cu ta determiná e duracion di e turnaround.

"Ademas di e modificacion di e toren," Luis Anjje, kende ta encarga cu Mayor Projects Construction, a comentá, "trabow di mantenencia mancha limpiesa di e tray tambe a ser añañá na e "lumpsum contract" pa haci posibel un supervision y coordinacion mas eficiente di e

(cont. ariba pag. 8)

Diabetis: comun pero mortal

Introduccion

Diabetis ta un condicion comun. Tambe e por ta un condicion mortal si e no wordo cuida apropiadamente. Diabetis hunto cu glaucoma y presion halto di sanger ta e tres condicionnan cu mas ta wordo encontra' entre adultonan na Aruba y pesei tambe entre e empleadonan di Lago. Mas di 10% di empleadonan na Lago tin diabetis.

Den e siguiente articulo informacion ta wordo duná tocante e tiponan di diabetis, nan efecto y tratamiento. Un palabra di gradicimento to bai pa Dr. Larry Crook di Lago su Medical Center kende a contribui cu e articulo aki pa Esso News.

Kiko ta diabetis?

Majoria di hende sa cu sucu ta hunga un papel den e malesa jamá diabetis, pero fuera di esei lo por existi un cierto cantidad di incertidumbre y confusion. E articulo aki lo splica locual diabetis ta y su relacion cu sucu. E curpa humano ta uza sucu den sanger como e fuente di combustibel mas grandi. E sucu di glucosa ta wordo obteni di diferente luentenan. Como un di esnan mas importante nos por menciona' e grupo carbon hidrato cual ta inclui zetmeel y sucunan. E pancreas, un glandula chiquito tras di e stoma ta produci un producto quimico jamá insulina, cu ta wordo mandá den nos sanger. Einan e ta actua pa reduci e cantidad di sucu den e sanger como cu e ta permiti glucosa pa sali for di e sanger y drenta den e celulan, unda cu e ta wordo usá como combustible. Diabetis ta un condicion unda cu tin mucho glucosa den sanger. Tin dos sorto principal di diabetis cu ta masha diferente di otro.

Tipo I y II

Den diabetis Tipo I, tambe conoci como "juvenile onset" of diabetis clasico, e pancreas no ta produci bastante insulina, lo cual ta causa un nivel halto di glucosa den sanger. E persona tipico cu e diabetis Tipo I ta hoven, ilaco y mester tuma hangua di insulina tur dia. Si e persona no haña su inyeccion, un sorto di inconsciencia cu ta wordo jamá "coma diabetica" of hasta morto, por resultá.

Mayoría di esnan cu tin diabetis na Aruba tin diabetis Tipo II, tambe conoci como "adult onset". Den caso di e sorto aki, e pancreas ta produci un cantidad normal di insulina. Sin embargo, pasobra e hendenan aki tin e tendencia di tin mucho peso, e insulina ta wordo absorba pa e celulan di vet y no ta resta basta pa e otro celulan pa permiti e glucosa di sali for di e sanger. E nivel di sucu den sanger ta keda halto. E persona tipico cu tin diabetis Tipo II tin 40 año of mas y tin demasiado peso. Ya cu e cantidad di insulina cu ta wordo produci no ta e problema den e caso di diabetis Tipo II, inyeccion di insulina normalmente no ta necesarío.

Den ambos sorto di diabetis e nivel di sucu ta mucho halto. Ora e nivel di glucosa den sanger jega dos biaha e nivel normal e ta cuminzá drenta urina. Esaki ta forza e riñonan pa produci cantidad grandi di urina extra, lo cual ta causa cu e diabetico ta uriná mas cu normal, tanto den dia como anochi. Tambe e diabetico tin may sed cu normal y pesei e ta bebe un cantidad grandi di awa.

Diabetis ta wordo diagnosticá door di midí e nivel di glucosa den sanger, tin biaha despues cu e persona a haña un cierto cantidad di sucu midí hunto cu awa pa bebe. E simple presencia di glucosa den urina no kiermen necesariamente cu e persona tin diabetis, ya cu tin otro condicionnan cu por causa cu sucu ta wordo haná den urina.

Complicacionnan

Ambos tipo di diabetis ta causa hopi complicacion. E nivel halto di glucosa den sanger ta hasi e posibilidatnan di hanja infeccion, especialmente di biasas y di cuero, manera blufeni, mas grandi.

Atherosclerosis of hiamiento duro di adenan ta hopi mas frecuente y severo den diabetis y ta causa atake y batimento severo di curazon y e morto di e combinacion di celula di pia lo cual ta wordo jamá gangrena. Fajo di riñon y perdemento di bista tambe ta otro problemanan grandi. Diabetis tambe ta dañá neyronan, lo cual ta causa dolor of ta laga e persona sin gevoel, especialmente na su pianan.

Fuera di esei diabeticonan Tipo I cu no tuma nan insulina manera mester ta por bai den coma, lo cual por causa morto si e no wordo trata' inmediatamente.

Tratamento pa diabetis

E tratamiento principal pa diabetis Tipo I ta insulina y un diet cu ta balanzá e persona su necesidad pa e glucosa hunto cu e cantidad di insulina cu ta wordo tumá.

Di otro banda, e tratamiento pa diabetis Tipo II ta dependé mas tanto ariba e diabeticonan mes baha peso. Si e hendenan aki baha te un peso normal e diabetis sigur lo mehora' of lo por hasta desaparacé. Pero hopi di e hendenan aki ta haña difícil pa baha peso, pesei un combinacion di diet y pildora ta wordo usá hopi. Sin embargo, dokternan no por dicir entre nan mes cu pildoranan di diabetis verdá ta yula den e tratamiento di diabetis Tipo II.

Awendia no tin un verdadero "cura" pa ambos tipo di diabetis, pero diabetis por wordo controla permitiendo e diabeticonan pa hiba un bida normal. E frase p'ncipal ta "bon control", cual ta wordo lográ door di controla kiko e malesa ta, sigi un diet prescribi, tuma e remedio corecto y traha hunto cu un dokter.



E Process Training Program pa operadonan a continuá durante luna di Juli cu 10 participante nobo. Ivan Gibson, foto ariba, a instruí un curso di "Instrumentation".





Vernon Meikle
Assistant Manager
Technical Department

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Evert Gratama
Legal Advisor

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welcome...



Rusette Arends
Safety/Ind. Hygiene
Employee Relations

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Josy Lacle
Division
Superintendent of
Maintenance-
Mechanical Dept.



pabien!

PROBE

(cont. di pag. 1)

Buscando maneranan pa mehorá ganashi, e grupo lo concentrá ariba dos meta principal. Uno ta pa mehora e rendimiento di e productonan cu ta wordo pidi hopi. "Lago tin e sabiduria pa traha productonan bon, limpi y valioso for di crudo pesa cu poco gasto," Vern Meikle, Assistant Technical Manager na Lago y coordinador di e PROBE team, a bisa. "Door di PROBE," ela sigi bisa, "Lago kier busca maneranan pa hasi mihó uzo di local e tin, pa asina mehorá e rendimiento di e productonan cu ta wordo pidi hopi.

E otro meta ta pa haci operacionnan mas eficiente. "Esaki por wordo lográ door di combiná procesamento y ol uza equipo cu ta disponibel di e unidatnan cu a wordo bahá," Sr. Sarsten a bisa. "Cu otro palabra," Sr. Meikle a agredá, "nos kier hasi mihó uzo di experiencia y equipo cu nos tin caba." Equipo, manera por chempel "heat exchangers", forno, "distillation towers" cu ta dimas na un lugar, por wordo usá bon na otro lugar. Lago ta poniendo énfasis ariba oportunidatnan cu poco gasto cu por wordo implementá den e temporada di 1983-84. Despues cu miembronan di e grupo a bishitá tur e unidatnan y a papia cu hendenan cu ta na altura di un ke otro di e departamentonan Process y Technical durante e prome cinco simannan di e estudio, un lista di ideanan y oportunidatnan cu por tin e potencial pa mehora ganashi a wordo desaroyá. Como parti di e segundo mita di e estudio, cu tambe lo dura cinco

siman, e grupo lo studia e ideanan aki den detaye pa comprobá y pa mira cual di nan ta sirbi como recomendacion pa Gerencia di Lago.

"Refinerianan cu a conduci investigacionnan similar na esnan di PROBE tabata entusiasma cu e resultadonan," Sr. Sarsten a comentá. ER&E a asisti hopi refineria den e tipo di estudio aki, por chempel e refinerianan Sarnia, Dartmouth y Ioco na Canada y casi tur refineria na Europa. Aunke cu ta Lago ta comprometé na PROBE, ER&E ta duna asistencia den moda di transferencia di tecnologia door di e experiencia cu nan a haña pa via cu nan a participá den estudionan manera PROBE. E miembronan di e grupo di Lago cu ta participando "full-time" of cu ta dedicá hopi tempo na e estudio aki, hunto cu V. Meikle, ta: O. Kociman; C. Emerencia; C.-J. Maduro; Joaquin Croes; J. Curiel; M. Leo; D. Schmidt; D. Madden y R. Wever. E miembronan di e grupo di ER&E, hunto cu Jan Sarsten, ta: D. Schiappa; L. Nemes; R. Church y D. Alexion.

E pregunta por wordo haci, "pakiko Lago ta pone énfasis special ariba 'Mehoracion di Ganashi' awor. No ta semper el a haña énfasis?" Claro cu si, pero den e temporada cu refinarianan ta corriendo na nivelnan bao di nan capacidad, y ora cu e demanda pa petroleo ta birando menos, "Mehoracion di Ganashi" of PROBE a bira un necesidad pa sigui a existencia y competencia di cualquier compania den e industria di petroleo. Y esey ta inclui Lago!



The Lago "Sleepwalkers" recently participated in a 32.5 km hike around the island. Some of them really "did it half asleep", as their T-shirts indicated.



TEAMWORK IN T/A ... (cont. from page 4)

duration of the turnaround.

Other minor technical projects implemented were: the installation of the facilities for on-line cleaning of the preheat exchangers, installation of instrumentation for vent gas metering, sloping of the vacuum tower bottoms piping and installation of a fuel oil strainer for the furnace. Leader of the Technical Project Coordination, Eric Parker, said: "As an observer to the workings of the turnaround, I noticed that it was a well planned, organized turnaround, I saw a great deal of teamwork and cooperation."

As part of the V3AR maintenance work, all heat exchangers were cleaned, the furnace roof was repaired, the steam generating equipment was prepared for government inspection, all drums were cleaned and repaired, and miscellaneous safety hazards were corrected.

Successful turnaround

The V3AR turnaround, at a total cost of \$6 million including the project work, was the biggest turnaround planned for this year. About 200 men worked around the clock to accomplish the above maintenance and project work. Besides those already mentioned, many other successes were achieved during this turnaround, such as the use of a start-up team. "The start-up team consisted of Process, Mechanical and Technical representatives. This team approach had very good results and created good understanding," said Julio Curiel, head of the start-up team. Also, as was mentioned in the V3AR close-out report, the new position of a full-time Process Coordinator in the turnaround organization, filled by Steven Smith during V3AR, contributed significantly to the success of the turnaround. As a result of all these improvements in planning and execution of activities, "overall manpower and equipment utilization was higher during this turnaround," said John.



Because the Lago Tug Fleet completed the 1982 calendar year without a lost time accident, Mr. Juan Yañes, President of Esso Caribbean and Central America, presented an Award of Commendation to Mr. Don Esch, Division Superintendent of Oil Movements & Shipping.

TURNAROUND EXITOSO ... (cont. di pag. 5)

trabow total den toren." E tabow di e proyecto principal a tuma aproximadamente 42.000 ora obreril di e total di 85.000 ora pa completá. E hon preparacion di antemano haci ariba e trabow di e proyecto principal door di principalmente Luis Anje y su team, tabat responsabel pa e duracion di e turnaround, cual tabata mas cortico cu a ser estimá anteriormente.

Otro proyectonan tecnico di menos importancia tabata instalacion di facilidadnan pa "on-line cleaning" di e "pre-heat exchanger"nan, instalacion di instrumentonan pa midi "vent gas", "sloping" di tuberia di "vacuum tower bottoms" y instalacion di un "fuel oil strainer" pa e forno. Lider di Technical Project Coordination, Eric Parker, a bisa: "Como un observador di e trabownan di e turnaround, mi a nota cu e tabata un turnaround bon planea y organiza. Mi a wak hopi "trabow di team" y cooperacion."

Como parti di e trabow di mantencion na V3AR, tur "heat exchanger" a wordo haci limpi, e dak di e loira na wordo drechá, e "steam generating equipment" a wordo prepará pa inspeccion di gobierno, tur drum a wordo haci limpi y drechá y peligionan chiquito di seguridad a wordo coregi.

Turnaround Exitoso

E turnaround di V3AR, cu un gasto total di 6 milion dolla, incluyendo e trabow di proyecto, tabata un turnaround mas grandi planea pa e aña aki. Mas o menos 200 hende a traha di dia y anochi pa logra e trabow di mantencion y proyecto. Fuera di esnan ya mencioná, hopi otro exito a wordo logra durante e turnaround aki, manera e uso di un "start-up team." "E "start-up team" tabata consisti di representantenan di Process, Mechanical y Technical. E tecnica di trabow den team, tabata tin hopi bon resultado y a crea bon comprension," Julio Curiel, lider di e "start-up team" a bisa. Tambe, manera a wordo mencioná den e V3AR "close-out report", e puesto nobo di un "full-time" Process Coordinator den e organizacion di turnaround, ocupá pa Steven Smith durante V3AR, a contribui significativamente na e exito di e turnaround. E resultado di tur e mehoracionnan den planeamento y ehecutacion di trabow tabata cu "e utilizacion di trahadornan y equipo tabata mas halto durante e turnaround aki," John a bisa.

Annuitant Medical Plan presented at sessions

During the information sessions held by the Company on the Annuitant Medical Plan in July, some questions were raised that were either not covered in the booklet or that were not fully understood by employees. For your benefit, we are publishing 11 of those questions with their answers.

- Q. Who is a bona fide annuitant?**
A. A bona fide annuitant is a person who stops working to retire at a normal retirement age (Men 60/women 55); a person who stops working to retire early at any time between age 50 and 60; or a person who is granted a disability retirement. At least 15 years of service is required in each of these cases.
- Q. Are bona fide annuitants under the 1948 Plan eligible to participate in the Annuitant Medical Plan?**
A. Yes, they are eligible to participate.
- Q. Considering the large number of employees involved, why cannot the Plan cover 100 days in the hospital?**
A. The 30 days that have been established appear to be adequate in most cases. If experience proves that this is not so, there may be a basis for future changes.
- Q. Suppose an annuitant, his wife and dependent children are covered, would they be covered for 30 days together or 30 days each?**
A. The 30 days in hospital is applicable to each person separately.
- Q. After 30 days are exhausted, what percentage will be picked up?**
A. None until the next calendar year.

Q. What happens if in the future, after the program is in effect, the participation drops below 75%?

- A.** The Board of the Foundation will have to review the operation of the Plan and determine what steps should be taken. It may be possible that no actions have to be taken. *(cont. on page 2)*

Plan Medico pa Pensionista a wordo presentá

Durante a sesionnan di informacion cu Compañia a tene na Juli tocante di e Plan pa Cuido pa Pensionistanan, cierto preguntanan cu no a wordo cubri den e buki of cu no a wordo comprendé completamente pa empleadonan a wordo haci. Pa bo beneficio nos ta publicá 11 di e preguntanan cu nan contestanan.

- P. Kende ta un pensionista "bona fide"?**
C. Un pensionista "bona fide" ta un persona cu ta stop di traha pa bai cu pension na edad di pension normal (Homber 60/muhe 55); un persona cu ta stop di traha pa bai cu pension tempran na cualquier momento entre e edad di 50 y 60 aña; of un persona cu a wordo permiti pa bai cu pension pa via di su inabilidad pa traha su trabow pa motibo medico. Den tur e tres casonan aki e persona mester tin por lo menos 15 aña di servicio. *(cont. ariba pag. 3)*

Durante e sesionnan cu a ser tení na Esso Club tocante e Plan Medico pa Pensionista, un descripcion amplio a ser duná di e beneficiadonan di e Plan. Despues di e presentacion tabatin oportunidad pa empleadonan haci pregunta.



ARUBA

Lago Oil & Transport Co., Ltd.
Sole Importers Aruba

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Saving energy, reducing cost, through combustion training



A Combustion and Fired Equipment Training was conducted for over 15 MPT's during July. The course was instructed by George Coats of the Technical Department. "An increase in the understanding of the combustion and fired equipment leads to energy savings in the long run and in reduction of maintenance costs," said George. The course dealt with a wide variety of topics such as fired heaters and boilers along with the various types of burners employed in each; the difference between natural and forced draft burners; firing of gas and pitch fuel; the differences between boilers and fired heaters; excess air performance and efficiency goals for various heaters/boilers; and simplified calculation procedures for determining operating efficiency, tube metal temperatures and heat losses. The course was spread over four half days, three hours each session.

"Combustion training" ta yuda spaar energia y reduci gasto



Un curso di entrenamiento tocante equipo di combustion y vapor (Combustion and Fired Equipment Training) a wordo conductu pa mas cu 15 MPT durante luna di Juli. Instructor di e curso tabata George Coats di Technical Department. "Un miho comprendimento di equipo di combustion y vapor ta yega na economizacion di energia riba termino largo y reduccion di gastonan di mantenimiento," George Coats a bisa. E curso a trata un variedad grandi di topiconan manera heaternan di vapor y boileran hunto cu e diferente tiponan di burneran cu ta wordo usá den nan; e diferencia entre boileran y heaternan di vapor; resultadonan ora cu tin exceso di aire y metanan di eficiencia pa varios heater/boileran; y proceduranan di calculacionnan simplifica pa determina eficiencia di operacion, temperaturanan di tube metal y perdida di calor. E curso a dura 4 mitá dia, cu sesionnan di tres hora.

Annuitant Medical . . .

- Q. *Overseas treatment will be reimbursed at Aruba rate. Is this also the case if you retire off-shore?*
- A. Yes.
- Q. *If Lago operation is discontinued, will the money paid by employees be refunded?*
- A. Existence of the Plan is not primarily based on Lago's continued operation, but mainly on the need for such a Plan and its sound financial management. Whenever these basic principles no longer exist there is reason for dissolving the Plan. The Statutes in such a case stipulate how liquidation will take place.
- Q. *As the hospital/specialists/doctor rates increase, will the benefits increase?*
- A. Hospital benefits increase automatically. Specialist and doctor benefits will be reviewed and adjusted as experience is gained with the Plan.

(Cont. from page 1)

- Q. *Will our contributions be increased if the costs increase?*
- A. It depends on whether or not there is a need for an increase in contribution when costs go up, but it is a fair assumption that contributions will have to increase when costs go up.
- Q. *Please explain question 20 in the booklet: Suppose there are changes e.g. a National Health scheme is introduced by the government?*
- A. What this question means is: what will happen to this Plan if the government later on decides to introduce a program which provides annuitant medical protection?
- The answer in such a case is that we will have to evaluate the government program and determine whether there is still a need to continue the Lago Annuitant Medical Plan in its present form.

Lago a otorgá seis beca

Pa e aña escolar 1983-'84, Lago a otorgá seis beca. Cuatro di esnan cu a ricibi un beca tabata estudiante di VWO, un di HAVO y un ya tabata atendé Col lege.

Foto ariba di robez pa drechi:
William van Veen, Business and Management, University of Pennsylvania; Marciano Angela, Electrical Engineering, Mitchell College; Richard Frank, Chemical Engineering, Worcester Polytechnic Institute; Richard Willem, Mechanical Engineering, Clemson University; David Kock, Chemical Engineering, Stevens Institute of Technology; y no ariba foto, Arthur Bowers, Mechanical Engineering, Stevens Institute of Technology.

Foto abao: Richard Frank y David Kock den compania di nan pariente ta firmando e contract den presencia di George Nicholson, Marciano Angela y Carlos de Cuba di Lago Scholarship Foundation.



Plan Medico . . .

(cont di pag 1)

- P. Tur pensionista "bona fide" cu ta cai bao di e Plan di 1948 por participa den e Plan Pa Cuido Medico pa Pensionistanan?
- C. Si, nan por participa.
- P. Considerando e cantidad grandi di empleadonan envolvi, pakiko e Plan no por cubri 100 dia den hospital?
- C. E 30 dianan cu a wordo estableci ta demostrá di ta adecuado den mayoría di e casonan. Si experiencia ta proba cu esaki no ta asina, por tin un base pa cambio den futuro.
- P. Suponé cu un pensionista, su casá y su jiuhan ta cubri, nan lo ta cubri pa 30 dia hunto of 30 dia cada uno?
- C. E 30 dia den hospital ta conta pa cada persona separá.
- P. Despues cu e 30 dianan a pasa cuanto porciento lo wordo cubri?
- C. Ningun, te e siguiente aña calendario.
- P. Kiko ta pasa si den futuro, despues cu e programa ta den efecto, e participacion baha te bao di 75%?
- C. E Directiva di e Fundacion lo mester revisá e operacion di e Plan y determiná cual pasonan mester wordo tumá. Por ta posible cu ningun accion lo mester wordo tumá.
- P. Tratamento den exterior lo wordo restitui segun tarifanan di Aruba. Esaki tambe ta e caso si bo a bai cu pensión y bo ta biba den exterior?
- C. Si.

- P. Si Lago descontinú su operacionnan, e placa cu a wordo pagá door di empleadonan lo wordo restitui?
- C. Existencia di e Plan no ta basá primeramente ariba continuation di Lago su operacionnan, pero principalmente ariba e necesidad di un Plan asina y un maneho financiero correcto. Ora cu e principio basiconan aki no ta existi mas tin un motibo pa liquidá e Plan. Den un caso asina e statuutnan ta stipulá con liquidacion lo tuma lugar.
- P. Mientras cu e tarifanan di hospital/specialista/dokter subi, e beneficiacion lo subi?
- C. E beneficio di hospital ta aumentá automaticamente. Beneficio di especialista y dokter lo wordo revisá y ahustá mientras cu ta haña mas experiencia cu e Plan.
- P. Nos contribucion lo aumenta si e gastonan subi?
- C. Ta depende si tin of no tin un necesidad pa aumentá e contribucion ora cu gastonan subi, pero por wordo asumi cu contribucionnan lo mester wordo aumentá ora cu gastonan subi.
- P. Por favor, splica pregunta number 20 den e buki: Supone cu bin cambianan y por ehempel un Programa pa Cuido Medico Nacional wordo introdusi pa gobierno?
- C. Loke e pregunta aki kiermen ta: kiko lo pasa cu e Plan aki si gobierno dicidí despues pa introduci un programa cu ta duna proteccion medico pa pensionistanan?
- E contesta den e caso aki ta cu nos lo mester evaluá e programa di gobierno y determiná si ainda tin un necesidad pa continuá cu e Plan pa Cuido Medico pa Pensionistanan di Lago, den su forma actual.

Save a life with CPR

Not everybody could, or would want to, be a doctor. But all of us can save a life. How? By learning the Basic Life Support techniques, better known as CPR or Cardio Pulmonary Resuscitation. "CPR is needed," explained Joan Wilson, Head Nurse at the Lago Medical Center, "in any situation in which breathing alone or breathing and heartbeat are absent as result of heart attacks, strokes, drowning, electrocution, suffocation and drug overdose."

Joan attended a two-day instructors' course at the North Shore Medical Center in Miami in May where she became a Basic Life Support instructor. The Lago Medical Center in cooperation with the Industrial Hygiene/Safety Section is planning to familiarize all employees with CPR. "Of course we cannot teach all employees to become most effective in CPR as that would understandably involve a lot of training hours, but at least we can make them aware of the basics of CPR," said Dr. Jack de Ruyter, Director of the Medical Center.

The CPR course to be offered to employees, which will take about three to four hours, will include practical life-saving information and a chance for all participants to try the CPR techniques on the specially-made dummies, Mathilda and Charlie.

CPR consists of mouth to mouth breathing and external cardiac compression. "The quicker you start with CPR, the greater the chance that the victim will survive. You provide the much needed oxygen into the victim's body by doing mouth to mouth breathing and you pump the blood back through the body by doing compressions," explained Joan. The first important step to follow in CPR is to open the airways by holding the victim's fore-

head down and extending the neck. "Sometimes this action alone may cause the victim to breath," commented Joan. If it does not help, however, mouth to mouth resuscitation should be started immediately, followed by compressions if heartbeat is absent. The heartbeat can be checked by feeling the carotic pulse close to the Adam's apple. "But if you don't know how to give compressions," said Joan, "you should at least give mouth to mouth breathing." How long should you give CPR? "You should not stop unless the doctor takes over or the victim recovers."



Above: To put the victim in the correct CPR position without adding to his injury, the victim should be turned with the head and neck kept in a straight line, as shown here by Nurse Wilson and Simon Geerman of the Safety/Industrial Hygiene Section. Below: While the neck of the victim is extended, Simon is searching for the pulse.



Nurse Joan Wilson of the Lago Medical Center is pointing to the location of the heart to explain the theory of Cardio Pulmonary Resuscitation.



Saving lives is not an everyday occurrence, at least not for the average person. But knowing how to do it properly, when it is so easy, is almost an obligation. As a responsible member of the community, the Lago Medical Center may eventually also teach CPR to interested groups. "CPR is an emergency procedure that can be performed by any one of us, anywhere, provided you have sufficient training," said Joan, "without using any tools but our hands, lungs and brains."



Mientras cu e nek ta extendí na laira, Nurse Wilson ta pasa rosea di su boca pa boca di e victima, e popchi Charlie. Ora cu e rosea yega e pulmonnan, e pecho di e victima ta aumentá manera por mira ariba e foto.



Simon Geerman ta siguiendo instruccion di Nurse Wilson ariba e sistema correcto di duna compresion.

Salba un hende cu CPR

No ta tur hende por of kier bira un dokter. Pero nos tur por salba un bida. Con? Door di sifa e técnicanan básico pa tene un persona na bida, mihor conocí como CPR of Cardio Pulmonary Resuscitation (Resuscitacion Cardio Pulmonar). "CPR ta necesario," segun Head Nurse Joan Wilson di Lago Medical Center, "den cada situacion den cual no tin halamento di rosea of ora cu curazon no ta bati ni tampoco tin halament'i rosea, a causa di atake di curazon, batimento pisá di curazon, hogamento, electrocucion, sofocamento y un dosis excesivo di droga."

Joan ta asisti na un curso di dos dia na North Shore Medical Center na Miami na luna di Mei unda ela bira un Basic Life Support Instructor. Lago Medical Center hunto cu Industrial Hygiene/Safety Section ta planeando pa familiarizá tur empleado cu CPR. "Ta claro cu nos no por sifa tur empleado con pa ta lo mas efectivo den CPR, ya cu esei comprendiblemente lo envolvé hopi oranan di entrenamiento, pero siquiera nos por muestra nan ariba e elementonan básico di CPR," Dr. Jack de Ruyter, Director di Medical Center, a bisa. E curso di CPR cu lo wordo duná na empleadonan lo dura mas o menos tres pa cuatro ora, y lo inclui informacion practico tocante salbamento di bida y e oportunidad pa purba e técnicanan di CPR ariba e popchinan special-trahá, Mathilda y Charlie.

CPR ta consisti di pasa rosea di boca pa boca y compresion cardiaco externo. "Mas liber bo cuminzá cu CPR, mas grandi e chens ta cu e victima lo sobreviví. Abo ta suministrá e oxígeno tan necesario den e curpa di e victima door di pasa rosea di boca pa boca y bo ta pomp e sanger door di e curpa door di haci compresionnan," Joan a splica. E prome paso importante den CPR ta pa habri e ruta di aire door di wanta e victima su frente di cabez abao y extendé su nek na laira.

"Tin biaha e movimiento aki so ta basta caba pa e victima cuminzá hala rosea," Joan a comentá. Si esaki no yuda, sin embargo, mester cuminzá cu resuscitacion di boca pa boca inmediatamente sigi pa compresionnan, si e curazon no ta bati. Un hende por check e batimento

di curazon door di sinti e pulso carotico cerca di e nuez di garganta (e asina yamá "Adam's apple"). "Pero si bo no sa con pa duna compresion, bo mester siquiera pasa rosea di boca pa boca," Joan a agregá.

Pa cuanto tempo bo mester duna CPR? "Bo no mester stop, a menos cu un dokter jega of e victima recobrá conocimiento."

Salbamento di bida no ta algo cu ta ocurri cada dia, a lo menos no pa tur hende. Pero pa sa con ta hacé apropiadamente ora cu e ta asina facil, ta casi un obligacion. Como un miembro responsable di e comunidad, Lago Medical Center por eventualmente duna instruccion na gruponan interesá. "CPR ta un procedimento di emergencia cu por wordo haci door di cualquier di nos, unda cu tá, basta bo tin suficiente entrenamiento," Joan a bisa, "y sin uza nada otro cu nos man, pulmon y cabez."



Den un "pilot course" di CPR cu a ser duná na algun empleado, Dr. de Ruyter a expresá e deseo di extendé e curso aki na empleadonan y gruponan interesá den comunidad. Como nan contribucion na comunidad, enfermeranan Joan Wilson, Cynthia Sharpe y Elcie Barry actualmente ta instruyendo gruponan di hende muher den comunidad con pa haci nan propio examinacion di pecho.

Cost savings contributed significantly . . .

Article reprinted from the AHORA

Exxon 2nd quarter earnings up 26.6%

Exxon Corporation estimated second quarter 1983 net income at \$1,075 million, up 26.6 percent from \$849 million in the 1982 second quarter. Revenue totaled \$22,881 million in the most recent quarter, down 8.9 percent from \$25,121 million in the second quarter of last year.

For the first half of 1983, net income was estimated at \$2,135 million, up 26.5 percent from \$1,688 million in the first half of 1982.

GARVIN COMMENTS

Exxon Chairman C. C. Garvin, Jr. had the following comments on the second quarter results:

"Particularly encouraging in this earnings improvement is the substantial contribution from cost savings achieved throughout the organization by intensive efforts over the past year to increase productivity. As one indicator of the effectiveness of the efforts, total operating, selling and administrative expenses in the 1983 second quarter were \$400 million, before tax, less than in the second quarter of 1982. In addition to generating increasing earnings benefits in future periods, these cost saving measures should ensure maintenance of Exxon's competitiveness in the petroleum and petrochemical industries.

"Other factors contributing to the quarterly earnings improvement included crude oil production increases in the U.S., North Sea and Malaysia, and petroleum refining/marketing margin improvement in the U.S. Profits from sale of products from relatively low-cost LIFO inventories totaled \$96 million in this year's second quarter; comparable gains in the 1982 second quarter were \$215 million.

"The 1982 second quarter results were affected by a \$106 million charge for mothballing the Colony Shale Oil Project and by \$136 million of gains related to debt restructuring. There were no material unusual items in the 1983 second quarter."

Mr. Garvin added the following on the first half operating earnings of major components of the business:

"Earnings from U.S. petroleum exploration and production operations were \$992 million in 1983, up 4 percent from the first half of 1982. Contributing factors in the improvement were a 6 percent rise in crude oil production, higher prices for natural gas and lower exploration costs. Partially offsetting were the effects of a 17 percent demand-related decline in natural gas production together with lower prices for crude oil.

"In U.S. refining and marketing operations, earnings totaled \$130 million in the first half of 1983; in the comparable period of last year earnings were \$92 million. Motor gasoline sales volume was up 4 percent; however, total sales volume declined 2 percent due to a drop in sales of heavier, lower-valued products, principally heavy fuel oil. This improvement in sales mix together with operating cost reductions were principal factors in the earnings gain.

"Earnings from foreign petroleum exploration and production operations were up from \$694 million in the first half of 1982 to \$981 million in this year's first half. Higher production volumes of crude oil and natural gas

were the most significant factors in the earnings improvement; crude oil production was up 53 percent in the North Sea, and 42 percent in Malaysia. Lower exploration costs in 1983 also contributed to the earnings improvement.

"Foreign petroleum refining and marketing operations had earnings of \$192 million in 1983, up 25 percent from \$153 million in the first half of 1982. Margins were improved from the depressed year-earlier levels in some areas, particularly Europe, but were sharply lower in Canada. Sales volumes were down 8 percent in total foreign markets.

"Earnings in the chemicals segment totaled \$85 million worldwide in the 1983 first half, up 55 percent. The improvement resulted from operating cost reductions and other efficiencies, together with a 4 percent increase in worldwide sales volume. Margins continued to erode." Worldwide capital and exploration expenditures totaled \$4,704 million in the first half of 1983, down 15.2 percent from the first half of 1982. Expenditures in the U.S. totaled \$2,318 million, down 25 percent.



The 13th and last session held in July of the First Line Organization Improvement training, Phase I, was opened by Sandy Pardo, Process Manager. A total of about 170 First Line Supervisors have completed that training. Phase II of First Line OI is scheduled to start in October. In the meanwhile, the Second Line Supervisors are continuing with Step II.



Economizacion di gasto a contribuí significativamente . . .

Articulo reproducido AHORA

Entrada di Exxon 2do trimestre a subi cu 26.6%

Exxon Corporation a calcula su entrada neto durante e segundo cuarto di 1983 na \$1,075 miyon, un aumento di 26.6 por ciento compara cu e segundo cuarto di 1982. Entrada total durante e cuarto mas recien tabata \$22,881 miyon, un reduccion di 8.9 por ciento compara cu \$25,121 miyon den e segundo cuarto di aña pasá. Pa e prome mita di 1983 e entrada neto a wordo calcula na \$2,135 miyon, un aumento di 26.5 por ciento compara cu e \$1,688 miyon den e prome mita di 1982.

GARVIN TA COMENTA

Presidente di Exxon C. C. Garvin, Jr. tabata tin e siguiente comentarionan tocante e resultadonan di e segundo cuarto:

"Loke ta stimula particularmente den e mehoranza di entrada ta e contribucion considerable di economizacion ariba gastonan cu a wordo lográ den e organizacion door di esfuertonan intensivo durante e aña cu a pasa pa aumenta productividad. Como un indicador di e efectividad di e esfuertonan, gastonan total di operacion, benta y administracion den e segundo cuarto di 1983 tabata \$400 miyon, prome cu impuesto, menos cu den e segundo cuarto di 1982. Fuera di ta propaga un aumento di beneficiacion di entrada pa futuro, e medidanan di economizacion lo mester sigura Exxon su posicion competitivo den e industrianan petrolero y petroquimica.

"Otro factornan cu a contribui na e mehoranza di entradanan ta inclui aumento di produccion di crudo na Estados Unidos, Noordzee y Malasia y mehoracion di margen di refinamento/benta di petroleo na Merca. Ganashi di benta di produccion di relativamente poco gasto di inventarionan LIFO ta jega na un total di \$96 miyon den e segundo cuarto di e aña aki; ganashi den e mesun temporada durante 1982 tabata \$215 miyon.

"E resultadonan di e segundo cuarto di 1982 a wordo afecta pa un gasto di \$136 miyon pa "mothball" e Colony Shale Oil Project y pa \$156 miyon di ganashi relaciona cu e restructuramento di debenan. No tabata tin cosnan di importancia fuera di normal den e segundo cuarto di 1983.

Sr. Garvin a añañi lo siguiente tocante e prome mita di e entradanan di e major componentenan di negoshi:

"Entradanan di operacionnan di exploracion y produccion di petroleo na Estados Unidos tabata \$992 miyon na 1983, un aumento di 4 por ciento compara cu e prome mita di 1982. Factornan cu a contribui na e mehoranza tabata un aumento di 6 por ciento den produccion di crudo, preisnan mas halto pa gas natural y gastonan di exploracion mas abao. Loke parcialmente a haci entrada menos tabata e efectonan di un reduccion den produccion di gas natural di 17 por ciento relaciona cu menos demanda hunto cu preisnan mas abao pa crudo.

"Entradanan di operacionnan di refinamento y bende-mento na Merca tabata un total di \$190 miyon durante e prome mita di 1983; durante e mesun periodo di e aña anterior entradanan tabata \$192 miyon dollar. E volumen di benta di gasolin a subi cu 4 por ciento; sin embargo, e volumen total di benta a baha 2 por ciento

pa via di un reduccion den benta di produccionan pisá y di menos balar, principalmente azeta di combustibel pisá. E mehoracion den e combinacion di benta hunto cu un reduccion di gastonan di operacion tabata factornan principal den e aumento di entrada.

"Entradanan di operacionnan di exploracion y produccion den exterior a aumenta di \$694 miyon den e prome mita di 1982 pa \$981 miyon durante e prome mita di e aña aki. Volumennan di produccion mas grandi di crudo y gas natural tabata e factornan mas significante den mehoracion di entradanan; produccion di crudo den Noordzee a aumenta cu 53 por ciento, y na Malasia cu 42 por ciento. Gastonan di exploracion mas abao na 1983 tambe a contribui na e mehoracion di entradanan.

"Operacionnan di refinamento y bende-mento di petroleo den exterior tabatin entradanan di \$192 miyon den 1983, un aumento di 25 por ciento compara cu e \$155 miyon den e prome mita di 1982. Margennan a mehora compara cu e nivelnan deprimi di mas tempran den aña den algun areanan, particularmente Europa, pero nivelnan tabata hopi mas abao na Canada. Volumennan di benta tabata abao 8 por ciento den e total di mercadonan den exterior.

"Entradanan total den e segmentonan quimico rond di mundo tabata \$85 miyon den e prome mita di 1983, un aumento di 55 por ciento. E mehoracion a resulta di reduccion di gastonan y otro eficiencianan, hunto cu un aumento den e volumen di bentanan rond di mundo. Margennan ta sigi bira menos.

Capital y gastonan di exploracion mundialmente tabata un total di \$4,704 miyon durante e prome mita di 1983, 15.2 por ciento menos cu e prome mita di 1982. Gastonan na Estados Unidos tabata un total di \$2,318 miyon, un reduccion di 25 por ciento.

PROMOTION

Pabien!



Edgar Maduro
Engineering Technician - 2
Technical-A&CS

Security Corporal George Pantophlet was recently selected Officer for the Second Quarter of 1983 on the basis of his outstanding performance. His name was engraved on a plaque which was presented to him by Captain Frederick Brooks while Industrial Security Administrator Bill Crenshaw was looking on.



The Lago Interdepartmental Soccer Tournament, kicked off by Joe Quinton, Employee Relations Assistant Manager, has continued throughout August with seven teams participating. The final games will take place in mid-September.



Running has only become his hobby when he turned fifty. In the short period that he has been in Aruba, George Coats of the Technical Department has won six trophies in the category of fifty years and over. Most recently he was asked by IDEFRE to represent Aruba in the 42 km Tachira International Marathon in San Cristobal, Venezuela. He returned with the winner's trophee! Congratulations!



ARUBA**Esso**

Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

NEWS

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President hosts info sessions

About 1200 employees attended the 6 Employee Information Sessions hosted annually by President Jerry E. Golden during the second week of September in the Esso Club Main Lounge.

After discussing the factors leading up to the present unfavorable conditions in the oil industry, Mr. Golden revealed the effects on Exxon Corporation and Lago. Following are some highlights of that part of his speech. A question and answer period was held at the end of each session. A representative sample of those questions and answers is published in another section of this issue.



Lago President G.E. Golden

Exxon emphasizes production, exploration

The vast majority of Exxon's profits are currently being derived from exploration and producing activities, 93% during the first half of 1983. As a result Exxon's present earnings objective in the oil business is to improve earnings in exploration and producing by increasing oil recovery from existing fields, by developing recently discovered oil and gas fields such as those in Malaysia and the North Sea and by acquiring new exploration acreage.

(Cont. on page 2)

Exxon ta enfatisá produccion y exploracion

E gran mayoría di Exxon su ganashinan ta wordo derivá di actividadnan di exploracion y produccion, 93% dur'ante e prome parti di 1983. Como resultado Exxon su actual obhetivo pa ganashi den negoshi di petroleo ta pa mehora ganashi den exploracion y produccion door di aumentá extraccion di petroleo lor di e campeonan existente, door di desaroyá campeonan di azeta y gas cu a wordo descubri recientemente manera esnan na Malaysia y den Noordzee y door di adquiri arecanan

(Cont. ariba pag. 3)

One of the six Employee Information Sessions hosted by Lago President Jerry Golden. The sessions are held annually to discuss the current conditions of the oil industry, and Exxon and Lago outlook.

Presidente ta tene 6 sesion informativo

Mas o menos 1200 empleado a atende e 6 Sesiunan di Informacion pa Empleado, dirigi pa Presidente Jerry E. Golden durante e di dos siman di September den e Main Lounge di Esso Club.

Despues di a discuti e factornan cu a trece e actual condicionnan infavorable den e industria di petroleo, Sr. Golden a revelá e eccionan ariba Exxon Corporation y Lago.

Abao ta sigi algun puntonan di importancia di e parti ei di su discurso. Na fin di cada sesion tabata tin un periodo pa haci pregunta. Un chemplo representativo di e pregunta y contestanan a wordo publicá den un otro sesion di e publicacion aki.

20 employees attended a two-day orientation program for new MPT's in September. Extensive information on Lago operations, departmental functions, Exxon and Lago policies and compensation systems was presented by the Department Managers and Employee Relations personnel. Mr. Joe Quinton, Employee Relations Assistant Manager is presenting his part on "Exxon, EIA and Lago Corporate structure."



EMPL. INFO.

cont. from page 1

Exxon is also involved in a major effort to adjust its refining and marketing facilities to prevailing conditions, which means, reducing the size of the Company's assets in those activities and improving those that remain.

That effort involves the selling of surplus or non-productive refineries, upgrading of efficient refineries, scrapping of surplus ships, consolidating of marketing and distribution terminals and reducing the number of service stations. Along with these actions, Exxon is also reducing the number of employees to those required to operate efficiently the equipment remaining after downsizing the Company.

Transshipping business to decline

Transshipping business may eventually disappear. Lago's own transshipping facilities have a capacity of 650 MBD, but for the year through August, usage of



Mr. Henry Coffi, Employee Relations Manager, introducing Lago President Jerry Golden at the annual Employee Information Sessions.

these facilities have amounted to only 90 MBD. The forecast provided by the transportation and shipping company in New York indicates there may be no usage whatsoever for this equipment beginning next year.

Lago receives less oil

Since March of this year, Lago has been receiving only 210 MBD instead of the 300 MBD from Venezuela. In making this reduction, Venezuela is acting in conformance with the production limit imposed on them by OPEC. Simultaneously that country is also attempting to diversify its crude outlets. It is doing this by placing crude oils in the U.S. refineries that have new equipment designed to handle heavy crude and by placing some of their oil in Germany with a company they recently purchased 50% interest in. If Lago is unable to acquire more than 200 MBD of crude, it will have to adopt whatever measures necessary to enable the refinery to operate economically at 200 MBD

Lago's outlook

If Lago continues to receive 200 MBD, the refinery must be adjusted in whatever manner necessary to make it to be profitable at 200 MBD. This means Lago has to upgrade some units, shutdown surplus units, curtail drastically the use of contractors, reduce its workforce so the Company can operate efficiently at 200 MBD, and do anything else to control operating costs.

To satisfy contractual commitments Lago is presently also refining some heavy Middle East crude. Lago does not make any money or lose any money by processing these crudes when the base cost of the refinery is supported by the 210 MBD of Venezuelan crude.

More emphasis on Safety

Lago is presently acting upon recommendations made by the Du Pont Company, which is the largest chemical company in the world with the best industrial safety record. Although Du Pont had a lot of praise for Lago's current safety program they did make some important

recommendations regarding the establishment of higher standards of safety performance by insisting that safety rules and procedures be followed and by conducting management safety inspections. Although we have worked more than 3 million manhours through July since the last disabling injury, the number of injuries for the first 7 months have been 27 compared to 37 for all of last year. These numbers suggest we have a lot of work to do to make Lago safer than it already is.

Concluding remarks

Mr. Golden concluded his speech by saying that although he was not able to give a more pleasant forecast of the future "I do think it is important that all of us thoroughly understand the seriousness of the situation we are facing. By doing so, we should be able to adjust to it and by working together, solve those obstacles needed to enable us to operate profitably at the lower level of crude availability forecasted".



Henry Dijkhoff
Technical Department

new faces
welcome ...



Paul Arends
Technical Department



Irving Kelly
Technical Department



Alexia Semeleer
Controllers Department



Ernest Pierz
Technical Department

SESION DI INFORMACION ... cont. di pag. 1

nobo pa exploracion Exxon ta envolvi tambe den un mayori esfuerso pa ahustá su facilidadnan di refinacion y bendimento na e condicionnan pa evaleciente, lo cual ta nilificá, reduci e tamaño di e facilidadnan di Compania den e actividadnan ei y mehorá esnan cu ta resta.

E esfuerso ev ta envolvi e bendimento di refinarianan cu ta dimas di cu no ta productivo, mehoracion di refinarianan, desbati di bancunan cu ta dimas, consolidacion di terminalnan di vendemento y distribucion y reduccion di e cantidad di stacionnan di servicio. Hunto cu esaki, Exxon tambe ta reduciendo e cantidad di empleadonan na un cantidad cu ta necesario pa operá eficientemente e equipo cu ta keda atras despues di a reduci tamaño di e compania.

Negoshi di transbordacion ta baha

Negoshi di transbordacion, eventualmente lo desaparece Lago su facilidadnan di transbordacion tin un capacidad di 650 mil barril pa dia. Pero durante e aña aki te na luna di Agosto e uzo di e facilidadnan aki yega solamente te 90 mil barril pa dia. E pronóstico duná pa e compania di transportacion y carga na New York ta indicá cu posiblemente lo no tin uzo pa e instalacionnan aki cuminzando otro aña.

Lago lo ricibi menos azeta

Desde luna di Maart di e aña aki, Lago ta ricibiendo solamente 210 mil barril pa dia en bez di e 300 mil barril pa dia for di Venezuela. Cu e reduccion aki, Venezuela ta cumpli cu e limite di produccion cu a wordo imponé ariba dje door di OPEC. Alavez e pais aki tambe ta purbandu na diversificá su distribucion di crudo. E ta hasi esaki door di hiba crudo pa refinarianan na Merca cu tin equipo nobo diseñá pa refiná crudo pisá y door di hiba parti di su crudo Alemania pa un compania di cual e tin 50% di e accionnan.

Si Lago no logra di haña mas cu 200 mil barril di crudo pa dia, Lago lo mester tuma cualkier medida necesario pa e refinaria por operá economicamente na 200 mil barril pa dia.

Perspectivanan di Lago

Si Lago sigi haña 200 mil barril pa dia, e refinaria mester wordo ahustá na cualkier manera cu ta necesario pa e por ta lucrativo na 200 mil barril pa dia. Esei ta nilificá cu Lago mester mehorá algun di su unidadnan, baha unidadnan cu ta dimas, reduci e uzo di contratistanan, reduci e cantidad di trahadonan pa asina e compania por operá eficientemente na 200 mil barril pa dia, y haci cualkier otro cos pa controlá costonan di operacion. Pa cumpli cu obligacion di contratanan Lago actualmente tambe ta refinando crudo di Medio-Oriente, Lago no ta gana ni perde placa door di procesa e crudo aki ora cu e preis basico di e refinaria ta wordo sostené pa e 210 mil barril pa dia di crudo Venezolano.

Mas enfasis ariba Seguridad

Actualmente Lago ta actuando ariba recomendacionnan haci pa Du Pont Company, cual ta e compania quimica mas grandi na mundo cu e miho record di seguridad industrial. Aunke cu Du Pont tin hopi elogio pa Lago su programa actual di Seguridad, nan a haci algun recomendacionnan importante tocante e establecimiento di normanan mas halto pa checuacion di seguridad door di insistí pa sigi regla y procedurinan di seguridad y door di conduci inspeccionnan di seguridad di generancia. Aunke cu nos a traha mas cu 3 million ora obreril desde e ultimo herida incapacitante, e cantidad di heridanan pa e prome 7 lunanan tabata 27 compará cu 37 pa henter aña pasa. E cifranan aki ta sugeri cu nos tin hopi trabao cu mester wordo haci, pa haci Lago mas sigur cu e ta caba.

Notanan final

Sr. Golden a conclui su discurso bisando cu aunke e no por a duna un pronosticacion mas agradable pa futuro, ela sigi bisa:

"Mi ta kehe cu ta importante pa nos tin e comprende bon cla e seriedad di e situacion cu nos ta confrontando. Asina, nos mester por ahustá na dje y door di traha hunto resolvé e obstaculonan pa asina nos por operá cu ganashi no obstante e nivel abao di crudo disponible, manera a wordo pronosticá.

P
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pabien!

Hipolito Harms
Lab Technician - 3
Technical



A group of English speaking fire fighters, from Esso Caribbean and Central America, Shell-Curaçao, Government Fire Department and the Lago Fire Section, have recently participated in an intensive 40-hour fire training. Participants, through theoretical and practical training, learn all phases of fire fighting such as unit fire fighting, foam fire fighting, and the team concept of fire fighting. Courses were instructed by Errol Brown, Fire Chief with the assistance of Hubert Willems, Emilio de Cuba, Meleno Pourier and Servio Angela. The same training was repeated for Spanish speaking participants.



Boiler no. 10 at Powerhouse no. 1, the oldest boiler at Lago dated back to 1939, is presently being dismantled in connection with the Utilities Modernization Project.



It was the turn of the Lago Police personnel to learn the valuable Cardio Pulmonary Resuscitation skills as taught by Nurse Joan Wilson. Some Process employees also underwent this training.





Gregory Alders, practicing "How to Make an Effective Presentation" as instructed by Nelo Emerencia of OMS&C Department. About 20 employees participated in the first sessions of this 12-hour course.

After Jossy Laclé assumed his responsibilities as Division Superintendent of Maintenance, he participated together with the section heads in a "Transition Workshop". This workshop has as its objectives to speed up the familiarization process, maintain the organization performance and to clarify concerns and expectations.



Second Line Organization Improvement Step II sessions were held in early September in the Training Center. The purpose of these sessions was to assist 2nd Line personnel in carrying out their part in supporting the First Line O.I. effort.

Successful Critical Path Method participants of the Mechanical Department with the instructors of the course, after the presentation of certificates.



Safe Work Incentive: a special incentive program Lago has embarked on to stress the importance of safety in the refinery. This program enables all employees to win one of the seven prizes ruffled for every month that is completed without a disabling accident. If the year 1983 is completed free of disabling injuries, high value prizes such as a trip for two to Disney World, a video recorder and refrigerator, will be raffled in January of 1984. A color slide presentation was shown to all employees on the job to make them aware of the program and Lago's commitment to safety, and to encourage every one to contribute to a safe environment.

The first raffle was held on September 4 on Tele Aruba. The winners (see photos), received their prizes the following day at their job-sites. *With Safety on your Mind*

Safety Is

First winner is ...? Lago Vice President Antonio Cavallaro announcing the first winner after Miss Aruba 1983 Milva Evertsz had made the draw. Looking on is Lago Safety Advisor Juan Noguera.



Continued on page 7



←
Felix Croes of Technical, smilingly receives his prize, a radio cassette recorder, from Vernon Meikle, Technical's Assistant Manager.

→
A tennis racket was the prize for Franklin Boekhoudt of the OMS&C Department. OMS&C Manager John R. Every presented the prize.



George Richardson of Mechanical poses with his new bicycle, presented to him by Mechanical Manager Rocky Angela.

Winners



Henter y personal di MOB ta parse di ta cla pa un "shot" for di e camera nobo cu Edna Farro a kaba di gana. Mechanical Manager Rocky Angela y Assistant Manager Bob Naugle ta para banda di Edna.

Aggradamentu pa un Transformacion — un programa incentivu especial cu Lago a cuminsa cu e pa eulaliza e importancia di seguridad den e oficina. E programa ta duna un empleado un oportunidad pa gana un di e siete premionan cu ta wordo dala pa cada luna cu ta wordo completa sin un accidente incapacitante. Si e aña 1983 ta ser completa sin ningun accidente incapacitante, premionan di valor mancha un viaje pa dos pa Disney World, un grabador di video y un refrigerador, lo wordo dala na Januari 1984. Un presentacion di slides na color a ser muste cu un empleado na trabow pa mitorama nan di e programa y e compromiso cu Lago tin cu seguridad, y pa ehasa un banda pa contribui na un ambiente di seguridad.

E prome dala a ser to na dia 7 di September na Tele Aruba. E ganadornan wak foto a haya nan premionan e dia siguiente na nan lugar di trabow. *Seguridad nos*



mosha publico

Foto Ariba: Victor Amaya ta ricibi su set de bestek for di Technical su Assistant Manager Vernon Meikle. Foto Abao: Marciano Marchena recibiendo su premio, un certificado di cena, for di Wim Brinkman, Lago Industrial Security Advisor.



Hdo Donata di Mechanical hunto cu Manager Marciano Angela despues di a ricibi su certificado di cena.



A time to listen

A time to speak ...

During the Employee Information Sessions hosted by President Jerry Golden, employees had the opportunity to ask questions to the President. The following is a sample of the questions asked with their corresponding responses (non-verbatim):

Q: Will there be exploration of oil in Aruba? And if so, will Exxon be exploring?



Dave Fleming ...

A: Yes, I believe there will eventually be exploration of oil in Aruba. But if so, it won't be done until the necessary laws and regulations are in place. As to Exxon, once the problem is solved, and Aruba decides it wants to explore the oil, the Government will ask for bids from interested companies. Exxon Corporation will be one of those companies and, because of our existing interests here, we would certainly hope to be one of the companies to win rights.

Q: If Lago remains with only 200,000 barrels a day of crude to refine, with how much manpower be cut?



Robert di Elsi ...

A: At this point we are not really sure. My guess would be 150-200 men. This number does not include those already going on pension, or contractors. It doesn't include employees on all levels, covered employees and National MPT's as well as expatriates.

Q: You say we have economic problems, why isn't Lago cutting costs of its upper management?

A: Lago is looking at cutting the costs at all levels including fringe benefits. Except for in emergency cases, Exxon normally wouldn't reduce salaries of its employees but cuts back on the number of people.

Q: When will we know more about Lago's future?

A: In December we will be able to have a more definite picture of Lago's future for two reasons. In December (Venezuela will hold its presidential election and we don't think it will make any agreements with us before that), we should have a better idea on the amount of crude we will be receiving from Venezuela. Secondly, we are expecting to have our studies on Lago's future outlook completed in December.



Cheryll de Witt ...

Communications Philosophy

Through the Employee Information Sessions, employees had the opportunity to receive information and answers to their questions. As such, Lago's business philosophy on communications was partly fulfilled. The statement on the Company's philosophy on communications is as follows:

"The Company believes in frank and timely communications to employees, customers, government, media, and the general public to the degree required to permit an adequate understanding of the Company's activities. Communications up, down and across all levels of the organization are valued.

Diversity of views freely expressed, when faced in an open-minded and collaborative way, can lead to a better understanding of problems and to better solutions. Employees are encouraged to say what they think and believe to be true and not restrict themselves only to what they think others want to hear."



Felix Garrido ...

Un tempo pa scucha, un tempo pa papia ...

Durante e Sesionnan Informativo pa Empleadonan conduci pa Presidente Jerry Golden, empleadonan tabatin e oportunidad pa haci preguntanan na Presidente Golden. Lago ta sugi ta un ejemplo di e preguntanan cu a wordo haci, hunto cu nan contestanan correspondiente (no literalmente).

P: Lo tin exploracion di azeta na Aruba? Y si ta asina, Exxon lo bin explorá?

C: Si, mi ta kere cu eventualmente lo tin exploracion di azeta na Aruba. Pero si ta asina, esei lo no tumá lugar te cu e ley nan y reglamentacion nan necesaro wordo establecí. Pa loke ta toca Exxon, una bez cu e problema ta resolvi y Aruba ta dicidi cu e kier explorá e crudo, gobierno lo pidi pa opletanan di companianan cu ta interesá. Exxon Corporation lo ta un di e companianan ey y, pa via di e interesnan cu nos tin aknan, nos siguramente lo spera di ta un di e companianan cu lo haña e derechonan.

P: Si Lago keda cu solamente 200 000 barril di crudo pa dia pa refiná, cuanto hende lo niester kita for di trabao?

C: Na e momento aki nos no ta sigur. Mi ta calculá cu e cantidad lo ta 150 pa 200 hende. E cantidad aki no ta inclui esnan cu ya ta bai cu pension, of contratistanan. E ta inclui empleadonan di tin nivel, trahador nan cubi i pa contract, MPT-nan local y empleadonan cu ta bini di afó.

P: Bo ta bisa cu nos tin problema economico, pakáko Lago no ta baha gastonan di gerencia ehecutivo?

C: Lago ta busca pa reduci gastonan na tur nivel incluyendo beneficiacion extra di empleado. Cu excepcion den casonan di emergencia, Exxon normalmente lo no reduci e salarionan di su empleadonan, pero ta reduci e cantidad di hendenan.

P: Kí tempo lo nos haña sa mas tocante futuro di Lago?

C: Na December nos lo tin un impresion mas exacto di Lago su futuro pa dos motibo. Na December (lo tin eleccion presidencial na Venezuela y nos no ta kere cu nan lo haci ningun arreglo cu nos prome cu esei), nos lo

mester tin un mihó idea di e cantidad di crudo cu nos lo bai haña di Venezuela. Pa di dos, na December nos ta spera di ta cla cu nos estudionan en cuanto di Lago su perspectivanan pa futuro.



J.T. Croes ...

Filosofia di Comunicacion

Pa medio di e Sesionnan di Informacion di Compania, empleadonan tabatin e oportunidad di ricibi informacion y di haya contesta na nan preguntanan. Como tal, parti di e filosofia di negoshi di comunicacion a ser satisfacé.

E filosofia di comunicacion ta manera ta sigi:

"Compania te kere den comunicacion franco y oportuno na empleado, cliente, Gobierno, medio di publicidad y publico en general segun ta necesario, pa permiti comprendemento di actividaddnan di Compania. Comunicacion ariba, abao y entre tur nivelnan di e organizacion ta ser aprecia. Variedad di opinion, expresá libremente, ora nan ta confrontá cu un mente habri di un manera cu ta expresá colaboracion, por conduci na mihor comprendemento di problemanan y na mihor solucion. Compania ta anima empleadonan pa bisa loke nan ta pensa y nan ta kere cu ta berdad, y no limitá nan mes na bisa loke nan ta pensa cu otro hende ta deseá di tende".

Annuitant Medical Plan

Over 500 bonafide annuitants attended one of the five sessions conducted on the Annuitant Medical Plan recently adopted by the Company. Elias Fingal of Employee Relations gave the presentation and answered questions from annuitants present.



Highlights of Teagle Scholarship

Highlights of the New Teagle Scholarship Program for the 1984/85 academic year are:

Filing of Applications

- Applications for the 1984/85 academic year must be on file with the College Scholarship Service, New Jersey, before November 1, 1983.
- The 1984/85 application forms are now available in Offices 175-D and 173-E of the G.O.B.

Eligibility

- Children of current or deceased Exxon employees and annuitants, either high school seniors or persons now in college, may apply.
- On the date applications are due, the applicant must be under 35 years of age, if applying for graduate or professional programs, and under 30 years of age in all other cases.
- If the parent is a current Exxon employee, he or she must have three years of credited service by November 1, 1983.
- There is no longer an Exxon salary limitation.
- Unsuccessful applicants under the New Teagle Program introduced last year may reapply.

Degree Programs Covered

- Any undergraduate baccalaureate program
- Any graduate or professional program
- At any accredited institution chartered in the United States or Canada.

Selection of Winners

- Winners will be selected based on academic merit and personal characteristics.
- Under the IRS guidelines, the number of winners cannot exceed one out of every four eligible applicants.
- The selection will be made by independent committees of experienced admissions officers organized by the College Scholarship Service (CSS) or Educational Testing Service Princeton, New Jersey.
- Applicants will be advised of the result not later than April 1, 1984.

Amount and Award

- The amount of the individual scholarship will depend on need, subject to the same financial aid criteria used by colleges. A maximum amount of \$4,000 - \$5,000 per year will be awarded, depending on the program.
- If no financial need is shown, an honorary award of \$500 will be made for the first year only.

High School Students Please Take Note

- Students who will complete high school and enter college in 1984 must submit test scores, either Scholastic Aptitude Test (SAT) or American College Test (ACT) Assessment. If a student was required to take ACT for state scholarship programs or college entrance and there is no reason to take SAT other than the Teagle Scholarship Program, ACT scores will be accepted.

- These tests and others are currently available at the Scree Colorado School. For information and application forms, please contact Mr. Jack Miles, between 8:00 - 9:30 a.m., Monday through Friday at telephone 9-3693.



Several engineers attended a TDC-2000 Workshop early in September. The TDC-2000 Process Control Systems had been installed as part of the Utilities Modernization Project. The theoretical part of the workshop was conducted by Mr. Dick Lasher of Exxon Chemical Americas. Trevor Connor of Technical was the instructor in the practical sessions.

Aplicacion pa Teagle disponibel

Puntuacion di importancia di e Programa Nobo di Beca di Teagle pa e aña académico 1984-85 ta:

Entrega di Aplicacion

- Aplicacionnan pa e aña académico 1984/85 mester ta den poder di e College Scholarship Service, New Jersey, prome cu dia 1 di November, 1983.
- E aplicacionnan pa 1984/85 por wordo obtení den ofisinnan 175-D y 173-E di G.O.B.

Kende ta Eligible

- Yunan di empleadonan actual, empleadonan cu a lavez e pensionistanan di Exxon por aplicá sea cu nan ta den e último aña di scol secundario of si nan ta den College caba.
- Ariba e fecha cu e aplicacion mester ta entregá, e aplicante mester tin menos cu 35 aña di edad, si e ta aplicá pa un programa profesional of un asina yamá "graduate program" (e programa cu ta sigi e grado di bachiller) y menos cu 30 aña di edad den tur otro casonan.
- Si e paterne ta un empleado actual di Exxon, e mester tin tres (3) aña di servicio acreditá pa dia 1 di November, 1983.
- Un limitacion di salario di Exxon no ta existi más.
- Solicitantenan cu no tabata tin éxito, bao di e Programa nobo di Beca di Teagle cu a wordo introduci aña pasá, por aplicá di nobo.

Programanan di Grado cu ta Wordo Cubrí

- Cualkier programa pa e grado di bachiller (undergraduate baccalaureate program)
- Cualkier programa profesional of "graduate program".
- Na cualkier institucion acreditá y localisá na Estados Unidos of Canada.

Seleccion di Ganadornan

- Seleccion di ganadornan ta basá ariba merito academico y característicanan personal.
- Bao di e stipulacionnan di I.R.S., (e departamento de impuesto di Estados Unidos) e cantidad di ganadornan no por ta mas cu uno pa cada cuatro solicitante eligible.
- E seleccion lo wordo haci pa comisionan independiente consistiendo di oficialnan di admission cu experiencia y organisá pa e College Scholarship Service (CSS) of Educational Testing Service, situá na Princeton, New Jersey, Estados Unidos.
- Solicitantenan lo wordo poni na haltura di e resultadonan no mas tardá cu dia 1 di April, 1984.

E suma cu ta wordo concedi

- E suma di cada beca individual ta dependé di e necesidad, usando e mesun criteriannan di ayudo financiero cu ta wordo uzá pa e College nan. E suma maximo di \$4,000.00 - \$5,000.00 pa aña lo wordo concedi, dependiendo di e programa.
- Si ayuda financiero no wordo indicá, un concedimento honorario di \$500 lo wordo duná solamente pa e prome aña.

Studentenan di scol secundario tuma nota

- Studentenan cu lo caba scol secundario y lo drenta College na 1984 mester manda e resultadonan di test aden, sea e Scholastic Aptitude Test (SAT) of e American College Test (ACT) Assessment. Si e estudiante mester a tuma ACT pa programanan di beca di estado of pa admission na College y no tin ningun otro razon pa tuma SAT cu solamente pa e Programa di Beca di Teagle, anto resultadonan di ACT lo wordo aceptá.
- E testnan ey y otronan actualmente ta disponible na Setce Colorado School. Pa mas informacion y formulario di aplicacion, favor tuma contacto cu Sr. Jack Miles, entre 8:00 - 9:00 a.m., di Dialuna pa Diabierna na telefon 9-3693.



E team di futbol di Oil Movements & Shipping a resulta ganador den e Torneo di Futbol Interdepartamental di Lago cu e score di 3-1 contra HDS/Utilities. Masha pabien! OMS&C Manager John R. Every a saca e prome bala di ultimo wegá.

Luis Tromp di HDS/Utilities tabata e topscorer di e torneo interdepartamental di 1983 cu un total di 7 goal ariba su number.



Sra. Vera Rooze na number di STINAPA-Aruba a entregá certificado na e diferente seccionnan di Lago, esta Tugboat, Community Services y Industrial Security, cu a contribui den e proteccion di meeuwchinan.

Hunto cu e cooperacion di otro instancianan ariba e isla y di e comunidad, e meeuwchinan por a goza di un periodo di broei masha exitoso



ARUBA

Esso



Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

VOL. 44 - NO. 8

NOVEMBER 1983

Effective January 1, 1984:

Golden retires, Cavallaro succeeds



G. E. Golden

Mr. Gerald E. Golden, who had assumed the position of Lago President in 1979, will go on pension retirement on January 1st, 1984. Mr. Golden has over 30 years of service with the



A. Cavallaro

Cavallaro, Lago Vice President since September of 1982 will be replacing Mr. Golden as President of the Company. Mr. Cavallaro, who joined the Exxon Corporation in 1960, has also held numerous positions in the refining and marketing functions at the SARPOM refinery in Treccate and at the Esso Italiana.

Exxon organization. Prior to assuming the position of Lago President, Mr. Golden has held various positions with Esso Standard Oil Co. in Baton Rouge, Exxon Corporation in New York, Esso Standard Libya in Tripoli, Esso Inter-America and Esso Caribbean and Central America in Coral Gables. Mr. Antonio

Company expands eye protection policy

Gloves, ear plugs, safety shoes, hard hats and safety eye protection are all basic to an effective safety program in an industrial operation such as Lago. Even though Lago has all those items included in its Safety Program, it constantly seeks to better them. In this light, the Company will introduce an expansion of its eye protection policy in January, 1984.

Lago and contractor employees will be required to wear safety eye glasses or safety prescription glasses, lenses and frames in the Process and Laboratory areas, the Mechanical Shops and when engaged in a work of mechanical nature elsewhere within the Lago Complex. Visitors who enter Process, Mechanical and Laboratory areas will be required to wear returnable plastic safety eye shields. Prior to this amendment, only those employees wearing prescription glasses and those doing work requiring goggles were required to wear eye protection of any kind.

Safety eye glasses do not replace the use of other kinds of eye protection, as there is not one type of eye protection that can serve all types of job situations. At Lago, spectacles with side shields, goggles, face shields and acid hoods are provided to protect against flying particles, splashing liquids and harmful rays. However, in the first 10 months of this year, there were three cases of minor eye injuries and 23 cases of foreign bodies in the eye (FBE's). The minor eye injuries were caused by naphtha splash, welding flash and fuel oil splash. Those three

injuries and the other 23 FBE's could have been prevented by the use of the proper protective equipment. Vision, just like hearing and speech is one of the most valuable natural abilities of a human being. To realize

(cont. on page 2)

Compania ta amplia proteccion pa wowo

Gant, plug pa boca, zapato di seguridad, 'safety hat', proteccion pa wowo, tur ta cosnan basico cu ta necesario pa un programa di seguridad efectivo den un operacion industrial manera Lago. Aunke tur e cosnan aki ta inclui den Lago su programa di seguridad, Compania ta purba constantemente pa mehoranan. Desde e punto di vista aki, Compania lo introduci na Januari 1984 un expansion di e pólisa pa proteccion di wowo.

Empleado di Lago y contratista mester bai bisti bril di seguridad di bril di bista di seguridad (lens y frame) den areanan di Process y den Laboratorio, den Mechanical Shop y ora di haci trabao mecanico ónda cu ta den e concesion di Lago. Bishitantenan cu ta drenta areanan di Mechanical, Process y Laboratorio lo ser requeri pa bisti proteccion pa wowo cu por wordo entregá bek. Prome cu e reforma aki solamente esnan cu ta bisti bril di bista y esnan cu ta haci trabao cu ta requeri "goggles"

(cont. riba pag. 2)

Project provides for high quality air

Reliability of operations was the driving force behind the Compressed Air System Upgrade Project. The air system had some major difficulties to be dealt with: there was water condensation throughout the entire system, lines were badly corroded, hydrocarbons were entering the air system, and there were leaks in the air distribution system.

The Compressed Air System Upgrade Project has corrected the deficiencies and will provide the refinery with a reliable supply of compressed air free of water, oil and particulates.

Of most concern during the past few years has been the amount of water in the air. Water causes damage and corrosion to instruments and other equipment. This can lead to failure of instruments which in turn causeously affect the reliability and safety of refinery operations. In this project, an emphasis was put on tackling the water problem. Four air dryers, two at each powerhouse, have been installed. Each dryer has two desiccant beds which absorb the water and then release the water in the atmosphere.

To correct the other deficiencies in the compressed air system, leaks were repaired and air traps and dryers were installed to permit drains to be closed, thus conserving air. Intake filters have been installed at accessible locations at all compressors to reduce the amount of particulates in the air. To prevent oil from entering air lines, pipe loops were installed on the feed-out tanks.

All these different facets of the Compressed Air System Upgrade Project have provided for a higher quality of air for general refinery use. Verne West of the Project Engineering Division of the Technical Department was the Project Manager of this 2.8 million dollar project that was completed on October 21.



Sixteen employees of the Technical, Process, Mechanical and Controllers departments attended the Kepner Tregoe Problem Solving and Decision Making Course. Harold Lorw of Kepner Tregoe, photo above, was the instructor.



14 Lago employees and 4 other Esso CCA employees participated in the Refinery Economics Course. Glenn Geerman and Tony Nemecek instructed the section on Lago and EIA Economics. Tom Releford of Florham Park, photo above, gave instructions on Exxon Economics.



Proyecto ta percura pa bon calidad di awa

Confabilidad di operacion tabata e forsa cu a stimula e Proyecto pa Mehora e Sistema di Aire Comprimi. E sistema di aire tabata tin algun dificultadnan grandi cu mester a wordo regla: tabata tin condensacion di awa den henter e sistema, tubonan a wordo alecta hopi pa corrosion, hidro-carburonan tabata drenta den e sistema di aire y tabata tin leaknan den e sistema di distribucion di aire.

E Proyecto pa Mehora e Sistema di Aire Comprimi (Compressed Air System Upgrade Project) a coregi e defleccionan y lo suministra y refinera cu un cantidad confiable di aire comprimi, sin awa, azeta y particulonan.

E preocupacion di mas grandi durante e ultimo añanan tabata e cantidad di awa den e aire. Awa ta causa daño y corrosion na instrumentonan y otro equipo. Esaki por causa fayo di instrumento, loke na su turno por alecta seramente e confabilidad y seguridad di operacionnan den refinaria. Den e proyecto aki, enfasis grandi a wordo poni ariba eliminacion di e problema di awa. Cuatro dryer di aire, dos na cada powerhouse a wordo instalá. Cada dryer tin dos cama desecante cu ta absorba e awa y despues ta saca e aire muha den atmosfera.

Pa corrigi otro defleccionan den e sistema di aire comprimi, leaknan a wordo tapá y trapanan di aire y dryernan a wordo instalá pa permiti seramento di draman, pa asina conserva aire "Intake" filternan a wordo instalá na stionan alcanzable na tur compresionan pa reduci e cantidad di particulonan den e aire.

Pa preveni cu azeta lo drenta den e tubonan di aire, "pipe loop"nan a wordo instalá ariba e tankman di combustible.

Tur e diferente factanan aki di e Proyecto pa Mehora e Sistema di Aire Comprimi a haci cu e calidad di aire pa uzo general den refinaria ta mas halto. Verne West di Project Engineering Division di Technical Department tabata dirigente di e proyecto di 2.8 million dollar aki, cu a wordo completá dia 21 di October.

A perfect set-up

Fire on board Esso Portland

A series of long blasts were sounded on board the Esso Portland moored at Finger Pier No. 2 on September 23. Captain Bini of the Esso Portland called the Lago Marine Office. A few minutes later, the general alarm was sounded throughout the refinery. Fire on board the Esso Portland

All ship operations were stopped and all isolation valves were closed. The Oil Movements and Shipping tugboat personnel were dispatched to the scene of the fire. The Volunteer Fire Fighters, the Rescue Squad, the Rescue Divers and all OM&S personnel involved responded quickly to the alarm. Once at Finger Pier No. 2, the fire trucks promptly prepared for action, while the fire fighters assumed their position at the pier. The Rescue Squad rushed to assist the fire victims. In the meanwhile, a Fire Command Post was established at the head of Finger Pier No. 2. It was a perfect set-up! A well-organized and successful fire drill!



The Rescue Squad rushed to assist the fire victims

Although OM&S holds fire drills every quarter, this particular drill was of special significance for several reasons. To begin with, this exercise was the first to be conducted since the completion of an extensive fire response training program which had been carried out in mid-year. "The response to the drills held prior to this one showed room for improvement," said Don Esch, OM&S Division Superintendent. "We were weak in our emergency communications and in our basic knowledge of emergency procedures." To ensure a better response, a joint effort involving OM&S and the Industrial Security Department was undertaken to develop an in-house training program for OM&S supervisory personnel. In addition to communications, the program focused on control methods for various types of fires and on fire response procedures for specific OM&S emergency situations involving different tank designs, manifolds and waterfront operations. While assisting in this program, Errol Brown, Lago Fire Chief, was also involved in a related training program for the refinery's volunteer fire brigade, the results of which were very evident in this emergency.

Joe van der Linde, Shipping Master in OM&S who played a key role in developing the fire training program, was asked to select and coordinate the emergency simulation which occurred on this day. One type of emergency which had been discussed in class, but never really tested in the field, was that of a fire on board



The Rescue Squad quickly transported the victim to the Pier. Fire fighters were standing by.....

a ship. With this idea in mind, Joe approached Captain F. Bini of the Esso Portland who agreed to give his full support to the exercise. The situation agreed upon was a simulated fire in the ship's pumproom. A member of the ship's crew would also be asked to participate as an injured person requiring removal by stretcher.

The final element of the simulation was that of surprise. Don Esch, in an opinion shared by those involved in the training program stated that "in order to gain a worthwhile assessment of the organization's emergency response capability, it is essential that prior knowledge of the event be limited as much as possible to key personnel." Following notification of line management in the departments involved, the alarm was sounded.

In summarizing the wrap-up session which followed later in the day, Joe van der Linde noted that "most participants regarded the drill as the best one up to now, with an excellent response and good communications throughout." During the session, Captain Bini commented that he was pleased with the promptness of the response and felt that the joint exercise was quite worthwhile from the ship's viewpoint.

As for the element of surprise, the drill seemed so real that the crew of the Esso Shimizu, moored at the other side of the pier, had pulled and commissioned their hoses in preparation for fighting the fire on Esso Portland from aboard their ship, before they realized that it was only a drill



The fire trucks were being prepared for action, while the fire fighters assumed their position at the Pier



Carlos Kelly, the GOB Security Officer, was selected "Officer of the Third Quarter" of 1983. As with the two former officers that were selected this year, Carlos was selected on the basis of his outstanding performance. Captain Frederick Brooks presented him with a plaque that has his name engraved on it.



Dr. Arthur Meiners
Chief Physician/ Administrator
Lago Medical Center

On November 14, Dr. Arthur Meiners assumed the position of Chief Physician and Administrator of the Lago Medical Center. Pabien! He is replacing Dr. J.A.M. de Ruijter who retired after 36 years of service with Lago.

Un plan perfecto

Candela a bordo Esso Portland

La serie di pironan Largo a zona na bordo di Esso Portland mara na Enger Pier No. 2 ariba dia 23 di September. Capitan Bini di Esso Portland a vama Lago 900 hrs. Office. Un poco di minut despues alarma general comenzo den benta y cinco min. Candela na bordo di Esso Portland.

100 operacionan di barco a wordo pará y tur e sistema di isolacion a wordo será Personal di Supervision di Oil Movements & Shipping a wordo despachá pa e sitio di candela. Bomberonan Voluntario, Esquadra di Rescate, Sumbayadonan di Rescate y tur e personal di OM&S a sali a responde libé na e alarma. Duna la z na Largo Pier No. 2, e trucknan di bombero a prepara pa haca un mientras cu bomberonan a asumi e su posicion na e pier. E Esquadra di Rescate a pura pa combata y extinguir di candela. Mientras tanto e Puesto di Comando pa Candela a wordo estableci na cabez di Largo Pier No. 2. E plan tabata perfecto! Un ejercicio cu a durá bon organisá y exitoso.

OM&S ta tene eheccionan di candela cada poco di tempo e eheccion particular aki tabata tin un significado especial pa varios motibo. Pa cuminsa e eheccion di tipo di candela prome cu a wordo conduci desde otro dia di Rescate Training Program extensivo a wordo controla den un forma. "E reaccion ariba eheccionan di candela a wordo controla cu esaki tabata laga hopi di duna." Don Esch, Division Superintendent di OM&S a bisa. "Nos esquadra debil den nos comunicacionnan y nos conocimiento basico di proceduranan di emergencia." Pa sigurá un nihoi reaccion, un esfuerzo colectivo cu envolviendo OM&S y Industrial Security Department a wordo haci pa desauyá un programa di entrenamiento den Compania pa e personal supervisor di OM&S. Fuera di comunicacion e programa a concentrá ariba e metodonan di control pa e diferente tiponan di candela y ariba e proceduranan cu ta wordo tumá den situacionnan specifico di emergencia na OM&S, cu ta envolvi diferente desheccion di tanki, manliolnan y operacionnan cant'i laman. Mientras cu e tabata asisti den e programa aki, Eriol Brown, Lago Fire Chief,

tambe tabata envolvi den un programa di entrenamiento complementario pa e cuerpo di bombero voluntario di refinaria, di cual e resultadonan a sali bon cla den e emergencia aki.

Joe van der Linde, Shipping Master na OM&S kende a hunga un papel clave pa desauyá e programa di entrenamiento pa candela, a wordo puntrá pa selectá y coordiná e simulacion di emergencia cu a tuma lugar ariba e dia aki. Un tipo de emergencia cu a wordo discuti den klas, pero cu nunca verdaderamente a wordo purbá den field, tabata esun di un candela na bordo di un barco. Cu e idea aki den su mente, Joe a aserca Capitan F. Bini di Esso Portland kende a bar di acuerdo pa duna su sosten completo na e eheccion. A wordo dicidi pa simulá un candela den e pumproom di e barco. Un miembro di tripulacion di e barco tambe a wordo puntrá pa participa como un persona heridá cu mester wordo transportá cu stretcher.

E elemento final di e simulacion tabata esun di sorpresa. Don Esch, dumando un opinion cu a wordo comparti pa hopi di esnan envolvi den e programa di entrenamiento a bisa cu, "pa haci un contribucion di valor na e capacidad di e organizacion pa tuma accion den caso di emergencia, ta esencial pa solamente e personal clave ta na altura di e eheccion cu ta pa tuma lugar."

Despues cu gerencia di e departamentonan envolvi a wordo notifiá, alarma a wordo bati.

Resumiendo e wrap-up session cu a tuma lugar e mesun dia despues di e eheccion, Joe van der Linde a muestra cu mayoria di e participante nan a considerá e eheccion aki como es di nihoi te awor, cu un reaccion excelente y bon comunicacion durante hente e eheccion." Durante e session Capitan Bini a comentá cu e tabata contento cu e libereza di e reaccion y el a sinti cu e eheccion mutuo tabata di hopi valor pa e barco.

Pa lora ta tuma e elemento di sorpresa, e eheccion a parsi di ta asina real cu e tripulacion di Esso Shimizu, cu tabata mará na otro banda di e pier, a saca hosenan pa prepará pa combati e candela ariba Esso Portland for di nan barco, promé cu nan a realizá cu tabata trata solamente di un eheccion....

New approaches in T/A require less downtime

Those closely involved with turnarounds know it usually takes about six months to complete a sulphur turnaround which involves retubing of the coalescers and reaction furnace.

The S2AR turnaround initiated in March, however, was completed three months earlier, in June instead of September. Quite an achievement!

How was this accomplished? This shorter downtime was made possible through the use of two new approaches implemented through close planning and coordination between the sections of the Mechanical Department, Process Department and the Contractor. For the first time in the field, a mill cutter, a tube puller machine and mandrill were used instead of the customary method of grinding and gouging. As was hoped, a greater amount of tubes were pulled in less time.

The second contributing factor was the use of the 'gas metal arc welding' method (g.m.a.w.), instead of the 'gas tungsten arc welding' method (g.t.a.w.). By using the gmaw method, the seal welding of the tube ends was reduced by about 40 minutes per tube. Considering the large number of tubes to be welded, one coalescer alone has about 425 tubes, the amount of time saved was of course considerable.



With the tube puller machine a larger amount of tubes were pulled in less time

"This achievement", said Willem Palm of the Planning Section, "is much in line with our Company objectives. The increased speed in accomplishing work, requiring shorter downtime of the units, results in lower maintenance expenses and enables the Company to start production later".



William Smith of Exxon's Research Environmental Health Control along with Rusette Arends and Simon Geerman of Lago's Safety Section are checking for hydrocarbon gasses at a leaking pump, during the two-week annual Environmental Health Control.

"The superior repair methods leading to this obvious increase in productivity", commented Willem, "will probably become a standard for sulphur plant turnarounds." The tube puller and the gmaw method now are being employed on the SIAR turnaround.



Usando el metodo "gmaw", la cantidad de oranan ahorrada tabata considerable

Menos tempo pa T/A cu metodonan nobo

Esnan hopi envolvi den turnaround sa cu mayoria di vez ta tumá mas o menos seis luna pa termina un turnaround di un planta di sulphur. Cu ta enserá e instalacion di tubo nobo den e 'coalescer' y reaction furnace. Simbargo, e S2AR turnaround, cu a ser inicia na Maart, a wordo termina na Juni en vez di September, pues tres luna adelantá. Esta un logro!

Con esaki a ser logra? Cu e unidad tabata a un pa un periodo asina cortico tabata posibel door di uso di dos metodo nobo cu a ser implementa pa medio di planamento y coordinacion estrecho entre seccionnan di Mechanical y Process Department y e Contratista. Pa di promer biaha den planta un mill cutter, un tube puller y un 'mandrill' a ser usa en vez di e metodoy costumario di mola y saca metalalú. Manera a ser speta, un cantidad grandi di tubo a ser sacá den menos tempo. E segundo factor contribuyente tabata e uso di e metodo 'gas metal arc welding' (gmaw) en vez di e metodo 'gas tungsten arc welding' (gtaw). Door di usa e metodo 'gmaw', e weldo di e puntanan di e tubo a ser reduci pa aproximadamente 40 minutu pa tubo. Considerando e gran cantidad di tubo cu mester a weldo, un 'coalescer' so tin mas o menos 425 tubo, e cantidad di oranan ahorrá naturalmente tabata considerable.

E dos factornan ey envolvi den e operacion di pone tubo nobo a aumentá productividad y a reduci tempo y gasto durante e turnaround aki.

"E logro aki," Willem Palm di Planning Section a bisa, "ta hopi di acuerdo cu e obhettivonan di Compania. E aumento den e libereza cu cual e trabow a ser completá a causa cu e unidadaan mester tabata abao pa menos tempo. Esey a resultá den menos gasto di mantenencion y a haci posibel pa Compania cuminsa produci mas liheri."

"E metodonan superior di reparacion cu a conduci na e aumento obvio aki den productividad," Willem a comentá, "probablemente lo bira un standard pa turnaround di e plantanan di sulfur."

E 'tube puller' y e metodo gmaw awor ta ser emplea den e turnaround di SIAR.

Safety is for Winners ... October



Edwin Gietel - Standing fan



Ildo Croeze - Cocktail service cart



Victor Marval - ticket to Curaçao



Geronimo Croes - Dinner certificate



Mario Dania - Crystal glasses



Joaquin Lumenier - Dinner certificate



Clyde Rodkey - wall clock



Thomas Bermudes - Barbeque grill



Jose Donata - Dinner certificate



David Luydens - Ice chest



Luis Tromp - Kitchen center



Donny Henriquez - Suitcase set



Norman Walker - Coffeemaker



Benedicto Giel - Typewriter



Edward Rumnit - Dinner certificate



Olivia Jansen - Oven broiler



Tarcisio Semeleer - video game system

Seguridad ta pa Ganadornan ... November



The Instruments Electrical Volleyball team has won so many trophies in its two years of existence, that it started donating them to its fans The team members have won most of the trophies playing in knock-outs outside of Lago against other



Aruba teams. "We have fun," said Rudy Dirks ("Moffi"). Instruments Electrical is also active in many other sports activities and recently qualified second place in softball at Lago



E empleadonan femenino tabata basta activo den deporte e anja aki. Ademas di a participa den bowling hunto cu empleadonan masculino, nan a lanta un team di softball y di volleyball. Ambos team a bunga den algun knock-outs. Ariba foto, e team di volleyball.



Some do it to lose weight, some do it to enjoy nature Some walk, some run but everybody has fun It's the Hash House Harriers. The "hashers", a group of "Lagoites" along with family and friends, get together at a different site of Aruba every two weeks to follow a paper trail with lots of breaks and surprises



deliciously laid out by some HHH members called "hases". Through the "Hash" many have had the opportunity to visit "hidden" spots of the island they would have otherwise never seen.... Besides this one, there are 350 other Hash Clubs around the world.

Bon Pasca



Feliz Aña



Lago President
G.E. Golden

The President's Christmas Message

Once more we are approaching the Holiday Season, and it is timely to consider the events that have transpired during the past and those that await us in 1984.

Just about one year ago, we incurred a 43-day strike, making the 1982 Holiday Season difficult for everyone. The dispute was resolved in January and normal operations resumed thereafter.

Throughout the year crude runs declined reflecting the strengthening competition for the Venezuelan crude oil usually processed at our refinery. This changing competitive situation was evident in our negotiations for 1984 crude oil supplies causing crude volumes in 1984 to be reduced to 180,000 barrels a day and loss of the favorable crude pricing arrangement that we experienced since 1978.

An entirely different set of competitive circumstances affected our transshipping facilities as our customer in the United States reduced drastically crude oil imports from the Persian Gulf. These circumstances are expected to prevail in the future causing much of our transshipping equipment to be surplus.

In recognition of the unfavorable outlook facing the Company, Lago Management decided to adjust operating facilities and costs to the level needed to process efficiently 180,000 barrels a day of Venezuelan crude oil at the refinery and handle less than 100,000 B/D of Middle

East oil at the transshipping terminal. Accordingly, a special separation program was offered to all regular expatriate employees and a Mutual Accord program was offered to all employees on the local payroll. More than 300 people accepted these programs and will be leaving us by the end of the year. A streamline mode of operation has been devised to process efficiently 180,000 barrels a day of crude, and a new organization reflecting the revised running plans will become effective on January 1, 1984.

Clearly, 1984 will be a challenging year. Minimizing costs, improving yields of valuable products, and maintaining reliability of operations and safety standards are just some of the more important goals we must achieve to have a successful year. These will be difficult tasks, but through the concerted efforts of everyone, I feel we can accomplish these goals. Indeed, we must!!!

This is my last Christmas message, and I would like to express my gratitude to each of you for your cooperation and dedication over the past 4-1/2 years that I have been privileged to be President of Lago. I know that you will give this same conscientious effort to Tony Cavallaro when he assumes my position on January 1, 1984.

I wish you and your families a Happy and Blessed Seasons Greetings and all the best in 1984.

G. E. Golden

THE ESSO NEWS' COVER of this issue has been painted by Angel Ozorio, a young Aruban artist, who started freelancing since he was fifteen years old. Now eight years later, Angel is working full-time as an artist in Aruba. The front cover depicts one of the oldest New Year's traditions of Aruba: the Dande. An article explaining that tradition is printed elsewhere in this issue.

E ambiente, custumber, celebracion di Pascu ...

Aunque no tin prueba satisfactorio di e dia exacto di nacimiento di Cristo, y maske e Cristianan di antes no a celebra su nacimiento, Pascu ta wordo celebrá awendia den casi henter mundo.

E celebracionnan aki di Pascu ta bai bek te A.D. 354, tempo cu e papa nobo di Roma, yamá Liberius, a manda su hendenan pa celebrá dia 25 di December como e nacimiento di Cristo. Promé cu esey, dia 25 di December tabata ser teni como e nacimiento di "e solo invencible", parti di e celebracionnan pagano di e fiesta favorito di e Romanonan, Saturnalia. E custumbernan di Pascu, manera decoracionnan, bela, y e kerstboom tabata di un origen pre-Cristiano, mas tanto dependiente di prácticanan pagano, di e temporada, religioso y nacional.

Actualmente, "practicanan comercial" tambe por wordo agregá na e lista ey.

Celebracionnan di Pascu ta diferencjá di un pais pa otro. E "ambiente di Pascu" tin diferente nificacion pa diferente hende, te hasta entre hende di e mesun pais. Lago nos wak con algun empleado di Lago ta celebrá e temporada aki

Bianca Croes

Musica y alegría ta e dos cosnan cu Bianca ta relacioná mas na e temporada di fiesta aki. "Desde cu mi tabata mucha, mi familia tabata bini hunto pa toca, canta y baila. Semper nos tabata bishitá nos welo ("Mo Tito") kende ta toca dande, dus mi a siña baila dande desde cu mi tabata chiquito."

Bianca ta haya e preparacion pa e celebracionnan masha excitante: "Nos ta bini hunto pa traha ayaca pa henter e familia y nos ta cuminzá decorá nos cas desde comienzo di December. Bispo di Pascu nos ta bai misa, pa trese mas ambiente di Pascu."

Pa Aña Nobo, ... despues cu e kloknan di misa bati diestros buha pa anunciá e terminacion di lóke te bieuw y e comienzo di lóke ta nobo, y despues cu e klapshinan

wordo tirá, Bianca hunto cu su famia ta sigi e celebracion cu un tradicion di famia masha singular: mientras cu nan ta disfrutando di un kelki di champagna, kada miembro di famia ta come 12 druiñ, un chuiñ pa duna suerte na cada luna di aña ...

Despues, nan ta toca e dandenan di su welo cu awor no ta na bida mas. Un rato mas laat, Bianca su famia ta bishita e bisñanan cu 12 druiñ den man pa nan tambe por hay a suerte den e aña nobo ...

Modesto Ruiz (Dedechi) ...

"Si mi no bai misa bispo di Pascu, mi no ta sinti cu mi ta celebrá Pascu". Pa Modesto, promé cu tur cos, Pascu ta un celebracion religioso. E cu su casá y tres jiuñan ta bai misa di aurora 5:00 a.m. tur dia, desde dia 16 de December te cu Pascu. "Bai misa y scucha aguinaldo y

(cont. aruba pag. 6)



Aunque duna-mento di regalo no ta bini na promé lugar pa Modesto, e ta tuma parti den dje como cu esey ta un di e tradicionnan di Pascu



Dande: un tradicion Arubiano

Dande: un tradicion típico di Aña Nobo, brindando musica y gozo, cu a existi pa por lo menos 150 aña na Aruba. "Dande" - cu probablemente a ser derivá di e palabra "dandaré" cual ta nificá: pasa di sitio pa sitio - tradicionalmente a consisti di un grupo di siete pa nuebe persona, bayendo di cas pa cas cu nan instrumentonan di musica, net despues di mei anochi Aña Nobo, pa toca canticnan di bendicion pa e famianan di Aruba.

Hunto cu Dande tabatin hopi otro tradicion y supersticionnan cu a wordo celebrá ariba Aña Nobo Imaginabo cu ta 1883, cien aña pasá, mas o menos 11:30 p.m., mei ora promé cu mei anochi dia 1 di Januari. Den e hogar Arubiano na mas o menos e ora ey, e mama lo ta bariendo e cas maske e ta limpi kaba y cencia e cas pa core cu e mal spiritunan di "aña bieuw". Tur hende tin nan bachi nobo bisti. Tur bentana y porta ta wordo

habri y pa mas o menos dos minuut promé cu mei anochi, kada miembro di famia ta bai para paló dilanti porta pa ricibi Aña Nobo. Tur di nan tin un moneda den nan man robez pa asina nan cumpli cu e supersticion cu ta bisa cu "si Aña Nobo habribo cu algo, bo lo ricibi mucho mas den e Aña Nobo".

Despues cu e Aña Nobo wordo anunciá y felicitaionnan wordo duná, e tata sigi pa e mama y despues e jiuñan, ta dreña cas, cu pia drechi promé. E ora e jiuñan ta hinca rudia ariba cusinchi dilanti di nan pariente pa ricibi nan bendicion. Despues di dal un paar di bebida y tira tur klapchi (Europeo), e famia ta prepará pa bishita di Dande ...

E momento di mas excitante di henter e celebracion a yega. E momento cu ta trese musica, gozo y speranza di bendicion tambe pa e Aña Nobo. Mayoría di famianan

(cont. aruba pag. 6)

The Christmas spirit, customs, celebrations

Although there is no satisfactory proof of the exact date of Christ's birth, and even though his birth was not celebrated amongst early Christians, Christmas is celebrated widely today all over the world.

These Christmas celebrations date back to 354 A.D. when the new pope of Rome, Liberius, ordered his people to celebrate 25th of December as the birth of Christ. Before that time, the 25th of December was held as the birth of the unconquered sun, part of the pagan celebrations of the Romans' favorite feast, the Saturnalia. The Christmas customs, such as the decorations, candles, ivy and others were of a pre-Christian origin, mostly descendant from pagan, seasonal, religious and national practices. Today, "commercial practices" could also be added to that list. Christmas celebrations vary from one country to another. The "Christmas spirit" means different things to different people, even within one country. Let's take a look at how some Lago employees celebrate the holiday season.

Bianca Croes

Music and joy are the two things that Bianca most relates to the holiday season. "Since I was a child, my family would get together to play music, sing and dance. We would always visit my grandfather ("Mo Tito") who plays dande, so I learned to dance to dande music since I was small."

Bianca finds the preparations for the celebrations exciting:

"We get together to make ayacas for the whole family and we start decorating the house in early December. On Christmas Eve we go to church, to heighten our Christmas spirit."

As for New Year's after the church bells toll twelve times to announce the end of the old and the beginning of the new, and after the fireworks are thrown, Bianca together with her family follow a unique family

tradition: while enjoying a glass of champagne, each member of the family eats 12 grapes, one grape to give good fortune to each month of the year ...

Then, the dandees of her now deceased grandfather are played, after which her family visits the neighbours bringing them 12 grapes for good fortune also ...



After the fireworks are thrown, Bianca and her family traditionally eat 12 grapes, one grape to give good fortune to each month of the New Year

Modesto Ruiz (Dedeche)

"If I don't attend mass on Christmas Eve I don't feel I celebrate Christmas." To Modesto, Christmas is first of all a religious celebration. He and his wife and three children attend the early morning mass, at 5:00 a.m., from the 16th of December until Christmas, every day.

(cont. on page 5)

Dande: an Aruban tradition

Dande: ... a typical New Year tradition, bringing music and joy, that has existed for at least over 150 years in Aruba. "Dande" - which has probably been derived from the word "dandare", meaning: going from one place to the other - has traditionally consisted of a group of seven to nine persons, visiting from house to house with their musical instruments, right after midnight on New Year's day, to play songs of well-wishes to the families in Aruba.

Together with the Dande were a lot of other traditions and superstitions that were celebrated on New Year's day imagine it is 1883, one hundred years ago, at about 11:30 p.m., half an hour before the midnight of January 31st. At about that time in the Aruban house, the mother would be busy sweeping once more the already clean house, and filling the house with essence to do away with all the bad spirits of the "old year". Everyone is dressed in his new suit. All doors and windows are opened and at about two minutes before 12 midnight, each family member stands outside, in front of the door, to "receive" the New Year. Each of them holds

a coin in the left hand to live up to the superstition that "if the New Year finds you with a coin, you will gain many more in the year to come".

After New Year is announced and congratulations are exchanged, the father followed by the mother and then the children, enter the house, with the right foot first. The children then kneel on a pillow in front of their parents to receive their blessings. Then, after the drinks are served and all the fireworks (European) are thrown, the family is ready to receive the Dande ...

The most exciting moment of the celebration has arrived. One that brings music, joy and, hopefully, blessings for the New Year. Most families are more than eager to receive a Dande, at least one. When the group arrives, everyone dressed in suits, one of the integrants knocks on a window (not a door), to take down the names of every family member. Then they stand in front of the door, outside of the house (never inside) and start playing (or as they say, "making the Dande cry" with the violin).

(cont. on page 5)

ARUBA

Lago Oil & Transport Co., Ltd.
Aruba, Netherlands Antilles

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CHRISTMAS

(cont. from page 4)

"Attending mass and listening to aguinaldos and other Christmas songs form our Christmas-spirit. Besides, it is pleasant to meet people so early in the morning."

Although Modesto lives in Seroc Colorado, he traditionally attends the St. Anna Church in Noord where he grew up. Having dinner with ayeas and ham, giving gifts, buying new things, and visiting family, may not come first place for Modesto, but "they are an essential part of our Christmas traditions", and as such, he takes part in all of these also.

Before welcoming the New Year, Modesto and family eat "old year's food" at his mother's house ...

Carlos Rasmijn

For Carlos, Christmas and New Year's will be quite different and special this year. "This year my wife and I will be celebrating the holiday season with a special Christmas present, our first baby, a precious girl, who was born on December 13."

Carlos, who used to work as a discjockey as a hobby, feels that music is what contributes the most to the holiday season spirit. "Fortunately, Dande festivals are held annually to keep the Dande tradition alive. We should do the same with aguinaldos. Maybe the schools and offices should start forming their own groups to keep the spirit alive."

"Formerly people used to decorate their houses quite a bit. Now it's not the same any more. That's why I think we should keep the music alive, otherwise it would be difficult to get into the Christmas spirit."

Mike Geerman

"I find that the Christmas spirit is not penetrating this year. It's different than other years. To feel the spirit, we need more music, and decorations. For me and my family it's a day to eat and dance. We eat goat or lamb soup after the Christmas midnight mass and again at noon-time on the 25th." Other than that, it is a regular day for Mike.



To reflect on past Christmases, Gerry Bailey and his family spend some time after the Christmas Eve mass to look at old photos and slides.

Raymond Bailey

For Gerry, his wife and two children, Christmas is a special time, "the high point of our religion and the whole year. It is a time to think back on the many blessings we've received, to rekindle our love for our fellow human beings in care and thoughts."

As a family they attend church on Christmas Eve and return to the house to reflect on past Christmases. They spend some time together looking at old photographs and slides, seeing how people and places have changed. The 25th is a "big restful day" when they have dinner with some friends. Gerry's children who are in school in the United States will be returning to Aruba in time to decorate the tree and "to make our home look brighter and more cheerful".

For the Bailey's, the beginning of the New Year is "a chance to think about the future, with new hopes, dreams, and plans"



DANDE

(cont. from page 4)

asking God to bless the home and family members, calling them each by name. Of course, the singer has to take off his hat, for respect. The hosts usually throw some money in the hat as a contribution for the high cost of the instruments. Once the Dande group has asked for everyone's blessing, it enters the house to play three dance songs. Before the Dande leaves to visit the next house though, they have to drink or eat that which is offered to them by the hosts. Often, the Dande groups would walk 15 to 20 miles to give a Dande. And this they would do until the 6th of January.

Although times have changed and traditions have evolved, the Dande has survived. To encourage the tradition, Dande festivals were organized about ten years ago. These festivals gave a real boost to the traditions, and are now a successful part of the annual celebrations. The basic instruments used over a century ago are still used today: the violin (which has to be a little out of tune to sound right for Dande), the tambú and the wiri. Over the years, the guitar, maraca, cuarta, mandolin and (hand-)acordeon were added. Now, in the festivals, even the electric base is used.

Many are the theories as to the origin of the Dande. Some contend it is African, others that it is Latin-American, and still others that it is a combination of various influences. In any case, wherever Dande may have originated from, it has since long evolved into a genuine Aruban tradition.

Dande is just that kind of familiar music, with a sentimental tingle, perhaps a little sadness for the year that has passed, and at the same time an expression of hope for the future

Words of thanks go to Messrs. Julio Maduro and Eddy Bennett who have contributed with sufficient information to make this article possible.

PASCU ...*cont. de pag. 3*

otro canticanan di Pascu ta duna nos e ambiente di Pascu. Ademas ta hopi dushi pa topa hende mainta tempran asina."

Maske Modesto ta biba na Seroc Colorado, e tin e custumber di bai misa Sta. Anna na Noord na unda cu ela wordo cria.

Comemento di ayaca y ham, dunamento de regalo, cumplimiento di cosnan nobo, y bishitamento di famia, no ta bin na promer lugar pa Modesto, pero "nan ta un parti esencial di nos tradicionnan di Pascu" y como tal, e ta tuma parti den tur esey nan tambe.

Prome cu e duna un bonbini na Aña Nobo, Modesto y su famia ta come "cuminda di Aña Bieuw", esta boyo, na cas di su mama

Carlos Rasmijn ...

Pa Carlos, Pascu y Aña Nobo lo ta completamente diferente y special e aña aki. "E aña aki, mi casa y ami lo ta celebrando e temporada di fiesta cu un regalo special di Pascu, esta nos prome jiu, un mucha muher precioso, cu a nace dia 13 di December."

Carlos, kende a yega di traha como discjockey como hobby, ta sinti cu ta musica ta locual ta contribui mas tanto na e ambiente di e temporada. "Alfortunadamente, festivalnan di Dande ta ser teni tur aña pa tene e tradicon di dande bibo. Nos mester haci mescos cu aguinaldo. Quiza e school y oficianan por cuminzá forma nan mesun grupo pa tene e ambiente bibo.

"Antes hendenan tabata decora nan cas masha hopi mes. Awor no ta mescos mas. Pesey mes mi ta pensa cu nos mester mantené e musica bibo, sino lo ta dificil pa cai den ambiente di Pascu."



E regalo di Pascu di Carlos y su casá no a wordo hayá baa kerstboom e aña aki. E ta un regalo especial cu ninun Santa Claus por regala: un baby muher: Yuri-Anne Kimberly.

Raymond Bailey ...

Pa Gerry, su casa y su dos jiu nan, Pascu ta un temporada especial "e punto principal di nos religion y henter e aña. E ta un temporada den cual nos ta pensa bek ariba tur e bendicionnan cu nos a haya, pa laga nos amor pa nos promimo briya atrobe den nos trato y pensamentonan." Henter e famia ta bai misa bispò di Pascu y ta regresa cas pa reflehá ariba e Pascunan anterior. Nan ta pasa algun tempo hunto ta wak potret y slide bieuw, y ta mira con hende y lugarnan a cambia. Dia 25 ta "un dia grandi di descanso", ariba cual nan ta come hunto cu algun amigo.

E jiu nan di Gerry cu ta atende school na Estados Unidos, lo regresá Aruba net na tempo pa decora e kerstboom y "pa haci nos hogar muestra mas bibo y alegre."

Pa famia Bailey, e comienzo di Aña Nobo ta un

"oportunidad pa pensa ariba futuro, cu speranza, sono y plannan nobo"

Mike Geerman ...

"Mi no ta haya cu tin hopi ambiente di Pascu e aña aki. Ta diferente cu e otro añanan. Pa sinti e ambiente, nos tin mester di mas musica y decoracion. Pa mi y mi lamia Pascu ta un dia di come y baila. Nos ta come sopi di bestia chiquito despues di misa di Pascu di mei anochi y atrobe dia 25 merdia." Fuera di esey, Pascu ta un dia regular pa Mike.



Comemento di sopi di bestia chiquito ta un di e tradicionnan di Pascu cu Mike y su famia ta sigi.

DANDE ...*cont. de pag. 3*

ta ricibi Dande man habri, por lo menos un Ora e grupo yega, tur integrante bao bachi, un di nan ta bati na bentana (nunca na porta), pa tuma nomber di kada un den e famia. Despues nan ta bai para dilanti porta pató di cas (nunca paden) y ta cuminzá toca ("y ora e Dande" cu e violín), pidiendo Dios pa bendicioná e hogar y e miembronan di famia, cantando tur na nan nomber. Claro cu esun cu ta canta mester kita su sombré como muestra di respet. Como custumber, e doñonan di cas ta tira algun placa den e sombré como contribucion pa e prijs halto di e instrumentonan. Una vez cu e Dande pidi bendicion ariba tur hende, e ta dreña cas pa toca tres cantica mas di baila. Pero promé cu e Dande bishita e siguiente cas, nan mester come of bebe loka e doño di cas ofrecé nan. Hopi biaba, e gruponan di Dande tabata cana 15 pa 20 km pa duna un Dande. Y nan ta sigi haci esaki te dia 6 di Januari.

Aunque temponan a cambia y tradicionnan a evolucioná, Dande a sobreviví. Pa curashá e tradicon, festivalnan di Dande a wordo organizá mas o menos 10 aña pasá. E festivalnan aki a duna un empue grandi na e tradicon ey, y awor e festival nan ey ta forma un parti exitoso di e celebracionnan di tur aña. E mesun instrumentonan basico cu a wordo usá mas di un siglo pasá te ainda ta ser usá awendia: e violó (cu mester ta un tiki lor di tono pa zona manera Dande), e tambú y e wiri. Despues di tempo, nan a agregá gitara, maraca, cuarta, mandolin y acordeón di man. Te hasta bass electrico ta ser usá den e festivalnan awor.

Tin hopi teoria tocante e origen di Dande. Algun ta argumentá cu e ta di origen Africano, otro, cu e ta Latino Americano y ainda otro nan cu ta bisa cu e ta un combinacion di varios influencia. En todo caso, donde sea cu Dande a originá, desde hopi tempo ela bira un tradicon netamente Arubiano. Dande ta e clase di musica familiar ey, cu un toque sentimental, quiza un tiki tristeza pa e aña cu a pasa, y na mesun tempo, un expresion di speranza pa futuro

Palabranan di danki ta bai na Srs. Julio Maduro y Eddy Bennett, hendenan a contribui cu suficiente informacion pa haci e articulo aki posibel.



Presidente di Lago
G.E. Golden

Mensahe di Pascu di Presidente

Un biaha mas nos ta vegando den e temporada di fiesta, y ta e tempo adecuado pa considerá e eventonan cu a tuma lugar durante e aña cu a pasa y esnan cu ta warda nos den 1984.

Ta bai haci un aña cu nos a experienciá un welga di 43 dia, loke a haci e temporada di fiesta di 1982 difícil pa tur hende. E controversia a wordo resolvi na Januari y operacionnan a sigi despues di esaki.

Durante henter e aña, coridanan di crudo a mengua, reflexhando e competencia creciente pa e crudo Venezolano cu ta wordo procesá normalmente na nos refineria. E cambio den e situacion competitivo aki a manifestá su mes den nos negociacionnan pa suministracion di crudo pa 1984, causando reduccion di e cantidad di crudo na 1984 te cu 180.000 barril pa dia y pérdida di e arreglo favorable pa prijs di crudo cu nos tabata tin desde 1978.

Un cantidad di circunstancianan competitivo enteramente diferente a afectá nos facilidatnan di transbordacion ya cu nos cliente na Estados Unidos a reduci drasticamente e importacion di crudo biniendo di e Golfo di Persia. Ta wordo sperá cu e circunstancianan aki lo prevalecé den futuro, causando cu hopi di nos equipo di transbordacion lo keda dimás.

Reconociendo e expectativanan desfavorabel cu Compania ta enfrentando, gerencia di Lago a dicidí di ahustá e facilidatnan y gastonan di operacion na e nivel necesario pa asina procesa eficientemente 180.000 barril di

crudo Venezolano pa dia na e refineria y pa manehá menos cu 100.000 barril di crudo di Medio Oriente pa dia na e terminal di transbordacion. Conforme cu esaki un programa especial di separacion a wordo ofreci na tur empleado stranhero regular, y un Programa di Acuerdo a Base Mutuo a wordo ofreci na tur empleado ariba e lista di pago local. Mas cu 300 hende a aceptá e programanan aki y lo bai laga nos pa fin di aña. Un manera organizá di operacion a ser desaroyá pa procesá 180.000 barril di crudo pa dia eficientemente, y un organizacion nobo cual ta reflexhá e corida di crudo lo bai den efecto dia 1 di Januari, 1984.

Claramente, 1984 lo bira un aña cu hopi reto. Reduci gasto, mehorá e produccion di productonan valiosos, y mantené e confiabilidad di operacionnan y reglanan di seguridad, ta solamente algun di e metanan di mas importante cu nos mester logra pa tin un aña exitoso. Esakinan lo ta asignacionnan difícil, pero cu esfuerzonan uní di tur hende, mi ta sinti cu nos por logra e metanan aki. Y en berdad, nos mester!!!

Esaki ta mi ultimo mensahe di Pascu, y mi kier expresá mi gratitud na kada un di bosonan pa bo cooperacion y dedicacion den e ultimo cuatro aña y mei cu mi tabatin e privilegio di ta e Presidente di Lago. Mi sa cu boso lo duna e mesun esfuerzo conciente aki na Tony Cavallaro ora cu e asumí mi posicion dia 1 di Januari, 1984.

Mi ta deseá boso y boso familia un temporada feliz, cu bendicion, y tur lo mihor den 1984.

G. E. Golden

